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THE LABOUR GAZETTE

FEBRUARY 1951
U. S. LI No. 2

IN THIS ISSUE:

Personal Variations
in Employment
in Canada

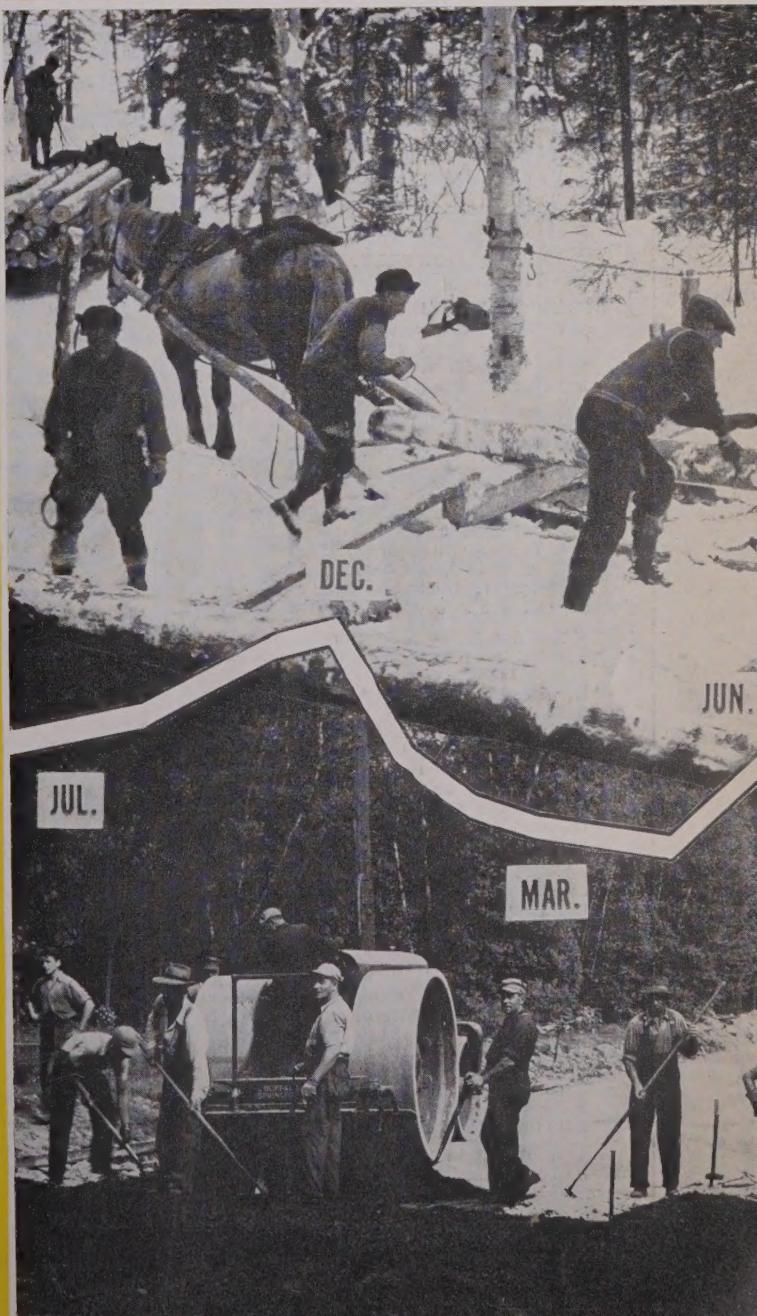


Published Monthly

by the

DEPARTMENT
OF LABOUR

OTTAWA



THE LABOUR GAZETTE

*The Official Journal of the
Department of Labour of Canada*

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PUBLISHED MONTHLY, in English
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SUBSCRIPTION RATES—Canada \$1
per year, single copies, 10 cents
each; all other countries, \$3 per
year. Remittances should be sent
by Cheque, Postal Note, or Money
Order, payable to the order of the
Receiver General and mailed to the
Circulation Manager, Department of
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PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

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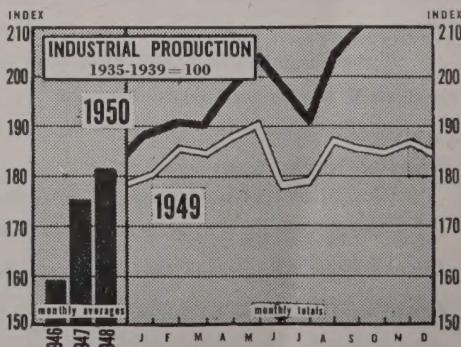
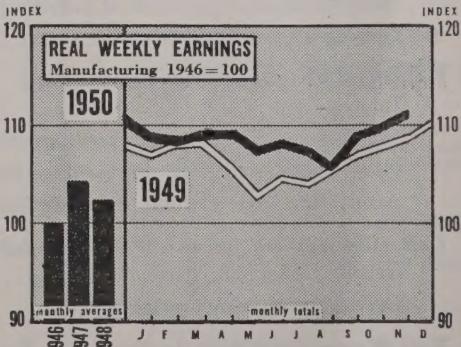
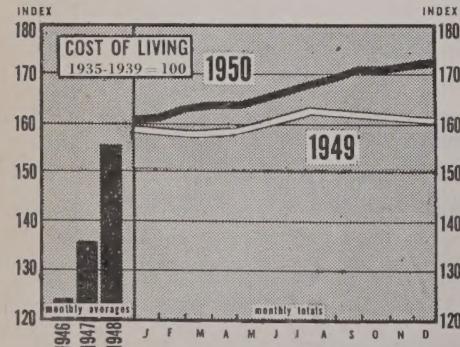
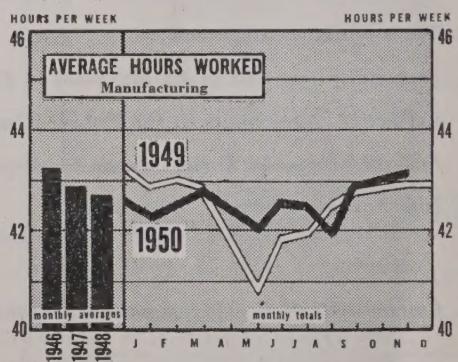
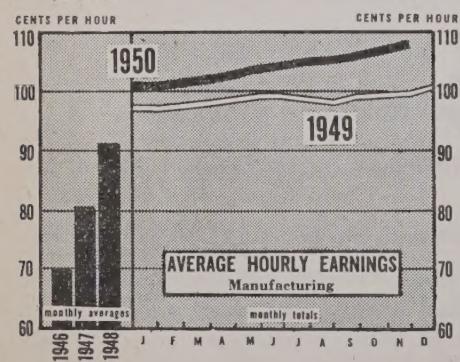
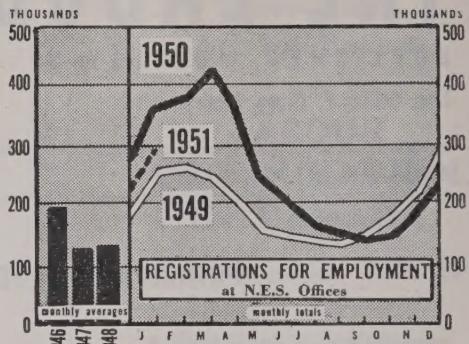
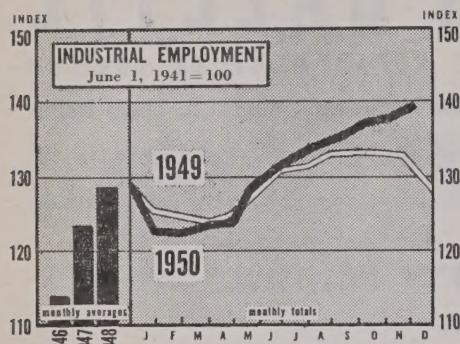
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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CURRENT LABOUR CONDITIONS

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This article summarizes the latest employment and labour information available at February 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.

EARLY in February, the Federal Government announced its intention to spend \$5 billion on defence over the next three years, and indicated the nature of the defence preparations which Canada will undertake in co-operation with the United States and other Atlantic Pact nations. At the same time, the Minister of Labour announced that a new National Advisory Council on Manpower will be set up, with 27 members representing labour, management, agriculture and women's organizations, as well as the government departments most directly concerned. The new body is to advise the cabinet on all matters relating to manpower, and to assist in developing plans for its effective use. The Minister made it clear, however, that under present circumstances, manpower needs will be met by voluntary methods.

These announcements came at a time when production has increased to even higher levels than those of the summer of 1950, and considerably above those of last winter. The index of industrial production (base: 1935-39=100) rose to 210.4 in November, about 2.5 per cent above that of June, 1950 and 13.5 per cent above the level of a year before. The index of employment in eight leading industries for the same month reached 137.9 (June, 1941=100) an increase of 4.2 per cent above that of November, 1949.

Only a small portion of this increase in production and employment has been due directly to the defence contracts actually let. Defence orders awarded during 1950 amounted to about \$625 million, out of a total national product of about \$17.7 billion, and the estimated 100,000 employed directly or indirectly on defence at the present time is a relatively small percentage of a civilian labour force of about 5,200,000.

The international political situation which has made these new defence commitments necessary has resulted in price rises in both domestic and world markets, however, and expectations of further rises and future material shortages have played an important part in decisions of both producers and consumers. From the point of view of employment, the most significant response to these price trends and supply conditions has been the increase in consumer demand, in capital investment, and in total value of exports, especially to the United States.

Capital investment for 1950 by business, individuals and government is estimated at about \$3,900 millions, \$500 million above that of 1949.

While much of this investment has been in housing and in resource development such as that of the iron mines in Labrador, there was a decided increase in the investment in new plant and equipment among manufacturing firms in the third and fourth quarters of 1950. For the new year, one of the most important projects will be the erection of new steel-producing plant which will add very considerably to Canadian steel capacity. Under the stimulus of rising prices, especially for construction materials, and with the added incentive of possible future shortages, many manufacturers in a wide variety of industries have gone ahead with plans for new plants or for modernizing their present ones.

While buying in anticipation of future price rises and shortages has been an important factor in the recent increase in consumer demand, much of it has been made possible by the steady rise in employment and earnings. This has been reflected in an increase in labour income from \$661 million in November 1949 to \$733 million in November 1950. Increases in earnings have probably been the more important factor, since between November 1949 and November 1950, average hourly earnings in manufacturing increased by 6.7 per cent, as compared with a 4.3 per cent increase in employment.

All labour groups have not shared equally in the rise in labour income, since the rate of increase in earnings has varied quite widely among manufacturing industries. In the agricultural implements industry, for example, average hourly earnings increased by 10 per cent between November 1950, and November 1949, while in the railway rolling stock industry they rose by only 1 per cent, and in shipbuilding by only 0.5 per cent in the same period.

The increase in consumer demand supported by the rise in employment and earnings has been concentrated on durable goods. In the first nine months of 1950, retail sales advanced about 6 per cent, but sales of automobiles increased by about two-thirds, and that of radios and electrical appliances by 13 per cent. Sales of food and of clothing showed only very moderate gains.

The combination of a strong demand for durable goods, and an increase in capital investment, have been reflected in a rise in employment in the heavy goods industries which exceeds considerably that shown in manufacturing as a whole. Between November 1949 and November 1950, the index of employment in automobiles rose by 10.6 per cent, in electrical apparatus by 15 per cent, in rubber goods by 11 per cent, and for machinery and basic iron and steel by 10 and 11 per cent respectively. Employment in industries manufacturing food and clothing increased much less rapidly.

These statistics of industries manufacturing producers' equipment and consumers' durables indicate that up to the present at least, shortages of labour and materials have not been large enough to prevent considerable expansion in the heavy goods industries.

The third major factor operating in the economy in this past year, the increase in exports especially to the United States has directly affected employment in the primary industries. The United States now takes about 65 per cent of our exports, or about \$2,020,988,000 out of a total of \$3,118,400,000 in 1950. The largest increase in exports to the United States has taken place in pulp and paper products and base metals.

While employment trends in both mining and logging have reflected this increase in exports, the 30 per cent rise in logging employment is much greater than that in mining. This increased labour demand in

(Continued on page 266)

CURRENT LABOUR STATISTICS

(Latest available statistics as of February 10, 1951)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Same Date Previous Year
Manpower				
Total civilian labour force (a).....	Nov. 4	5,201,000	—	0.0
Persons with jobs (a).....	Nov. 4	5,084,000	—	+0.6
Persons without jobs and seeking work (a).....	Nov. 4	117,000	—	-20.4
Registered for work, N.E.S.				
Atlantic Region.....	Jan. 25	38,457	+36.7	-27.1
Quebec Region.....	Jan. 25	87,741	+23.4	-17.7
Ontario Region.....	Jan. 25	68,291	+29.1	-22.0
Prairie Region.....	Jan. 25	50,016	+32.6	-2.3
Pacific Region.....	Jan. 25	48,091	+29.8	-24.9
Total, all regions.....	Jan. 25	292,596	+29.0	-19.2
Ordinary claims for				
Unemployment Insurance benefits.....	Jan. 1	190,101 (b)	+52.3	-14.4
Amount of benefit payments.....	December	\$5,308,818	+26.9	-26.1
Index of employment (June, 1941=100)				
(Eight leading industries).....	Dec. 1	139.2	+0.9	+5.3
Immigration.....	November	6,830	+18.4	-25.8(c)
Industrial Relations				
Strikes and lockouts—days lost.....	January	16,763	—	—
No. of workers involved.....	January	6,253	—	—
No. of strikes.....	January	17	—	—
Earnings and Income				
Average weekly salaries and wages				
(eight leading industries).....	Dec. 1	\$46.72	+0.7	+6.6
Average hourly earnings (mfg.).....	Dec. 1	\$1.08	+1.2	+7.7
Average hours worked per week (mfg.).....	Dec. 1	43.1	+0.2	+0.5
Average weekly earnings (mfg.).....	Dec. 1	\$46.42	+1.5	+8.2
Cost of living index (av. 1935-39=100).....	Jan. 1	172.5	+0.8	+7.1
Real weekly earnings (mfg. Av. 1946=100).....	Dec. 1	111.0	+1.3	+2.2
Total labour income.....	November	\$733,000,000	+1.4	+10.9
Industrial Production				
Total (Av. 1935-39=100).....	November	210.4	-0.2	+13.5
Manufacturing.....	November	220.7	-0.5	+12.9
Non-durables.....	November	196.7	-0.4	+7.2
Durables.....	November	261.9	-0.7	+21.4
Trade				
Retail trade.....	November	\$728,600,000	+1.6	+9.7
Exports.....	December	\$289,900,000	-1.0	+1.5
Imports.....	December	\$266,200,000	-18.8	+24.7

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) Includes ordinary live claimants plus claimants for supplementary benefits.

(c) This percentage compare the cumulative total to date from first of current year with total from same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

Notes of Current Interest

Encourage immigration to Canada by financial assistance A plan to advance part of the cost of transportation to immigrants whose services are urgently required in Canada was announced on December 29, 1950, by the Hon. Walter Harris, Minister of Citizenship and Immigration.

"The plan will come into effect on February 1, 1951," Mr. Harris said. "The advances will be made on a recoverable basis to the heads of families or single persons who do not have sufficient funds to pay their own way."

Mr. Harris outlined the details associated with this plan which constitutes a major development in Canada's immigration policy:—

"The advances made will apply to transportation from port of embarkation to destination in Canada. The immigrants, however, will be required to contribute not less than thirty dollars, or an equivalent amount in the currencies of their own countries.

"Immigrants accepting these advances must agree to work for a Canadian employer and remain in the same type of employment for a period of one year, or until such time as they have repaid the money advanced to them by the Government.

"To facilitate repayment the immigrants will also be required to give their employers the authority to deduct amounts from their wages which will be applied against the loan. The period during which these deductions will be made will depend on the immigrant's earnings in Canada, but will not exceed twenty-four months."

The plan will be available to selected immigrants from the United Kingdom and Western European countries, and applications may be made to Canadian immigration offices in those countries.

Mr. Harris explained that this plan was developed because of the increasing difficulty being experienced in obtaining workers who can meet Canadian requirements. There are, however, many persons on the continent and in the United

Kingdom whose skills are needed in Canada now, and will be more urgently needed in the event of an extensive manpower shortage in the spring of 1951.

On January 26 the conclusion of an immigration agreement with the Government of India was announced, authorizing the admission to Canada of 150 citizens of India a year for permanent residence, provided the immigrants comply with the Canadian Immigration Act. In addition, a citizen of India who is the husband, wife or unmarried child under 21 years of age of a Canadian citizen may be legally admitted.

Program against unemployment approved by UN Four resolutions to further full employment and economic stability were adopted by the General Assembly of the United Nations on December 12. One noted with satisfaction the "vigorous action" taken by the Economic and Social Council at its last session to promote full and productive employment in an expanding world economy. The Council (whose accomplishments were summarized on page 1874 of the November issue of the *LABOUR GAZETTE*) had recommended a number of domestic and international measures for the purpose. Among other things, it also asked the Secretary-General to prepare studies and questionnaires to this end, and, in addition, to appoint expert groups to report on various aspects of the question.

Recent international events, said another resolution dealing with the current world economic situation, had caused the appearance of new economic factors which might dislocate the general economic stability and the economic progress of many countries. The Assembly therefore asked the Council to give special attention at its next session to current changes in the international economic situation and to recommend measures, both to governments and the Assembly, which would make the uninterrupted progress of development and economic stability programs possible. All members were accordingly invited to submit their views to the Council on the way the present world economic situation had affected their economic progress and the prospects of continuing world economic expansion.

The Assembly also recommended that the Secretary-General and the specialized agencies prepare material to guide the governments of underdeveloped countries, if they so wished, in collecting economic and statistical information which the

Council regarded as necessary for the implementation of its resolution on full employment.

The fourth resolution sought to avoid the possible aggravation of unemployment and under-employment in underdeveloped countries that might arise from mechanizing certain branches of agriculture and industry in order to raise their productivity.

The General Assembly realized that there would be such unemployment in many cases unless additional employment facilities already existed at the time of mechanization or else were simultaneously created in the economy as a whole. It therefore stressed the need for having this problem considered by the expert group which the Secretary-General is to appoint, at the Council's request, to prepare a report on national and international action for reducing unemployment and under-employment in underdeveloped countries. The Assembly accordingly impressed upon him the need to have these experts give due consideration to:—

(i) ways and means of preventing the possible aggravation of unemployment and under-employment;

(ii) social security measures to avoid interrupting the income of workers temporarily unemployed through mechanization or technological progress; account should also be taken of the work of the International Labour Organization in this field.

As regards the work of the ILO, Mr. V. C. Phelan, Canada Director of the ILO, made a statement to the Second Committee of the Assembly outlining the work of the Organization over a period of years in the whole field of employment, and its current activities, in which representatives of workers and employers, as well as governments, participate. Mr. Phelan pledged the co-operation of the ILO with other UN bodies in this field.

UN approves changes in human rights covenant The United Nations General Assembly on December 4, 1950 gave its approval to a number of recommendations which will considerably alter the final text of

the United Nations Covenant on Human Rights. The recommendations, which are in reply to questions submitted to the Assembly by the Economic and Social Council, are dealt with in the January 1 issue of the *United Nations Bulletin*.

On December 10, 1948 the United Nations Assembly adopted the Declaration of Human Rights, the text of which is reprinted in the *LABOUR GAZETTE*, February 1949, pp. 162-5. In the drawing up of a

Covenant, the Commission on Human Rights has the task of working out an international instrument which, when ratified by member governments, will have binding effect in the field of human rights. The Commission has also to deal with measures of implementation or enforcement.

For the important work it has so far accomplished, the Commission was commended by the General Assembly. However, the latter declared that the first 18 articles submitted did not include some of the most elementary rights. The wording of these articles, it maintained, should be improved and made more precise to give more effective protection of the rights to which they referred.

The second question put to the Assembly touched on the desirability of special articles defining the applicability of the Covenant to federal states and Trust and Non-Self-Governing Territories. The Assembly, in reply, requested the Human Rights Commission to draw up recommendations to secure the maximum extension of the Covenant to the constituent units of several states. As for Trust and Non-Self-Governing Territories, the Assembly approved of an article ensuring applicability equally to a signatory metropolitan state and to all territories, non-self-governing, trust or colonial governed or administered by it.

To the third question whether the Covenant should contain economic, social and cultural rights, the Assembly decided that it should and that the preparation of such clauses be executed by the Commission in co-operation with other organs and with the specialized agencies. Furthermore, the Covenant should explicitly recognize the equality of men and women in the enjoyment of such rights.

The debate in the Third Committee on these rights revealed sharp differences of opinion as to the urgency of including them in the first draft Covenant, the *Bulletin* had reported in mid-December. Some speakers, including ILO and UNESCO representatives, pointed out the difficulty of defining and implementing these complex rights. Others maintained that a covenant lacking essential economic, social and cultural rights would be not only out of line with the Declaration, but completely unrealistic.

Reviewing the work of the ILO in the field of such rights, V. C. Phelan, director of the ILO, Canadian branch, maintained that international instruments dealing with economic and social rights should be worked out carefully and in detail. Broad statements alone would invite varying

interpretations and thwart their ultimate goal which is to benefit people everywhere. The ILO, Mr. Phelan stated, had worked out several conventions which had the same objective as the articles on economic and social rights in the Declaration. Reiterating the views of the ILO Governing Body on the inclusion of economic and social articles in the Covenant, he said that the place of the ILO should be given full consideration in order to avoid duplication or even conflict as to detail.

On the question of whether the draft contained adequate measures of implementation, the Assembly resolved that the Covenant should include provisions obligating states to encourage the implementation of rights and freedoms laid down, and to take all necessary steps to guarantee these rights to everyone.

These decisions, with one exception, were reached by the Assembly in an over-all resolution adopted on December 4 of last year with 38 votes in favour, seven against and 12 abstentions.

In another resolution the Assembly invited all states and interested organizations to celebrate December 10, the day of the proclamation of the Universal Declaration, as Human Rights Day.

Meeting of ICFTU Executive Board in Brussels

The Executive Board of the International Confederation of Free Trade Unions met in Brussels, Belgium, November 9-11. The meetings were presided over by Mr. Paul Finet, ICFTU president. Canadian representatives at the meetings were Percy R. Bengough, president of the Trades and Labour Congress of Canada, and C. H. Millard, a vice-president of the Canadian Congress of Labour.

It was decided that the next world Congress of the ICFTU will be held in Milan, Italy, commencing July 4, 1951; the next meeting of the Executive Board will also be held in Milan on July 2 and 3.

The Board approved plans for the establishment and development of regional bodies of free trade unions. The hope of the executive was that most of the free trade unions of the world would become organized in this manner.

The Executive Board gave special attention to the problem of aiding underdeveloped countries. A report, designed to serve as the Federation's blueprint for a program of economic and social action in Asia and other underdeveloped countries was adopted. The study reviewed the economic position of workers in these countries, and recommended financial and

technical assistance. The need for well-developed trade unions to ensure effective utilization of such aid was strongly emphasized. The report will be presented to the United Nations with a proposal that "concerted international action" be taken to implement its recommendations as soon as possible.

It was also decided to send two delegations to Africa. One would tour North, West, and Central Africa, including Morocco, Algeria, Tunisia and possibly Libya. The second would start its preliminary survey before attending a Regional Trade Union Conference in Duala in February and then continue its work.

The Board approved the recent appointment of Dhyan Mungat as the ICFTU Asian representative; and decided to engage a Director of Education whose immediate work would be to elaborate the program of education in Asia. The new director will work in close co-operation with the Asian trade unions, and the ICFTU Asian representative. The Asian representative was also instructed to proceed to Korea to study the trade union situation movement there and make recommendations for its reconstruction.

In a statement on the trade union situation in Japan, the Executive Board welcomed the establishment of the General Council of Japanese Trade Unions, and congratulated Japanese unionists "who have succeeded in wresting control of their trade union movement from anti-democratic forces." However, the resolution noted that considerable work remained to be done in the attaining of complete unification within the Council. The resolution said in part:—

The Executive Board recognizes, however, that much remains to be done before the democratic forces in the Japanese trade union movement are fully consolidated in the new General Council. It therefore calls upon all democratic Japanese trade union organizations—confederations as well as individual national trade unions—to take the necessary measures to speed up their unification within the General Council. Moreover, the Executive Board considers that every effort should be made to bring about the affiliation of the General Council to the ICFTU with the least possible delay.

Another resolution protested against the action of the Chinese Communist government in intervening in the Korean war and welcomed "the action of the United Nations aimed at the withdrawal of Chinese troops from Korea." The Board also urged the United Nations to take measures to stop Chinese action in Tibet.

The meeting approved preliminary arrangements for the Latin-American

Regional conference (held in Mexico City from January 8—see below), and adopted a resolution protesting what the ICFTU described as "the repressive measures of the Peruvian dictatorship" against labour organizations in that country.

In bringing this matter to the attention of the United Nations, the ICFTU Executive urged that the UN, together with the "governments of all free and democratic countries" should adopt policies to combat these "repressive measures." The resolution especially demanded protection for "... the rights of workers as proclaimed in the United Nations Charter and in many other international resolutions, the adoption of which by various assemblies has never been followed by the desire to translate them into action."

Several recommendations from the European Regional and Education Conferences were approved. Included among these were: a proposal that two summer schools be held in Europe in 1951; and that the Regional Secretariat take over responsibility for the work of the ERP trade union advisory Committee. Proposals for the economic integration of Europe were also endorsed by the Board.

The activities of the Confederation's Schuman Plan Committee were received, and the ICFTU will continue to co-ordinate the activities of the trade unions concerned in the plan.

The Executive Board also strongly protested against the decision of the Political Committee of the United Nations General Assembly "aiming to revoke the Resolution of 12 December 1946, concerning the withdrawal of Ambassadors and Ministers from Madrid, and also to revoke the recommendation to debar Spain from membership in international agencies"

Among the other resolutions and recommendations from European trade unions approved by the Executive were: a proposal from the Austrian Federation urging "an inquiry into the possibility of the interchangeability of trade union contributions and benefits of migratory workers;" and an Italian recommendation urging the condemnation of "communist terror and intimidation practised against the free trade unions and their officials."

The Executive Board approved the affiliation of the Swiss Confederation of Labour, and receipt of applications from several countries was announced. The Confederation estimated that these new applications, when accepted, would add about one million more workers to the present strength of more than 50 millions in 58 different countries. An application from the Italian

Workers' Union for membership was deferred for further action by the European Regional Secretariat.

**Canadian
unionists
attend
meeting in
Mexico**

A regional conference of the International Confederation of Free Trade Unions, held in Mexico City, the week of January 7, was attended by Percy Bengough and A. E. Hemming, President and Secretary respectively of the Trades and Labour Congress of Canada; and by Pat Conroy, Secretary-Treasurer of the Canadian Congress of Labour, George Burt, Canadian Director of the United Automobile Workers, and Fred Dowling, Canadian Director of the United Packing-house Workers.

The conference brought together delegates from North and South America to discuss the special problems of labour organization, legislation, and social conditions in the area. Mr. Conroy, who is a member of the Executive Board of the ICFTU, was honoured by election to the post of Co-Secretary of the Conference.

**Booklet on
pension
plans for
income tax
purposes**

The Taxation Division of the Department of National Revenue has issued a booklet providing a statement of principles and rules respecting the application of the Income Tax Act to pension plans. Under the provisions of the Act, "contributions to approved employees' superannuation or pension fund or plan are deductible in the computation of income"

The booklet points out that an employee is allowed to deduct from his income an amount not exceeding \$900 in any one year, if that amount has been deducted from his remuneration by his employer under a pension plan for future benefit payment as a pension. In addition, he is also allowed to deduct an amount not in excess of \$900 in any one year, for payments made to make up for back service prior to the inauguration of a plan.

Should the employee's back service payments in any one year exceed \$900, the excess over \$900 can be used in computing deductions in a subsequent year.

An employer is entitled to a deduction not exceeding \$900 paid "to or under an approved superannuation fund or plan in respect of services rendered by each employee, officer or director of the taxpayer in the year" In addition, if the employer is required to make a special payment (or payments) to the fund in



CANADIAN LABOUR LEADERS IN HISTORIC MEETING

The photograph above records an incident of historical significance for Canadian labour. For the first time the leaders of the four main divisions of trade unionism in Canada met together early in January to formulate a common program on a matter of mutual concern. As a result of the meeting it was decided to draw up a brief asking the Government to reinstitute price controls and to retain rent controls. It was also decided to seek an interview with the Government which would mark the first occasion on which representatives of the four organizations had appeared personally to present a joint submission.

Front row, left to right: Gérard Picard, President, Canadian and Catholic Confederation of Labour; Percy R. Bengough, President, Trades and Labour Congress of Canada; Pat Conroy, Secretary-Treasurer, Canadian Congress of Labour; A. J. Kelly, Chairman, Dominion Joint Legislative Committee, Railway Brotherhoods. Back row: Jean Marchand, Secretary, CCCL; Gordon C. Cushing, Secretary-Treasurer, TLC; W. H. Phillips, Railway Brotherhoods. (President A. R. Mosher of the CCL was absent because of illness.)

respect of employees' back services he may also claim a deduction. However such payment can only be made "following recommendation by a qualified actuary" that the payment is necessary "to ensure that all the obligations of the fund or plan to the employees may be discharged in full;" and provided the employer has made the payment "so that it is irrevocably vested in or for the fund or plan," and provided the payment has been approved by the Minister on the advice of the Superintendent of Insurance.

In giving further details of the nature of a pension plan in order for it to be eligible for income tax deductions, the booklet discusses such topics as: eligibility; amount of pension; past service benefits; future service contributions by employer and employee; past service payments by employer and employee; vesting; settlements on severance or death; payments on retirement; foreign pension plans; insurance contracts; pension trusts; funded trusts; insurance benefits; discontinuance of pension plans; and other conditions governing approval as an accepted plan for income tax deductions.

The booklet, entitled *Pension Plans for The Purpose of The Income Tax Act*, is available from the Taxation Division, Department of National Revenue, Ottawa.

Study of machinist trades

The latest publication to be issued by the Department of Labour in the "Canadian Occupations" series deals with the Machinist and

Machine Operator trades.

In announcing its appearance, the Minister of Labour, Hon. Milton F. Gregg, stated that these occupational pamphlets and monographs have proven very popular and that the demand for them continues to grow. Most of the pamphlets are distributed through the ten provincial Departments of Education for distribution directly to high schools, and through the National Employment Service and the Department of Citizenship and Immigration to individuals entering occupations for the first time.

Other publications already in the press cover occupations in the printing industry, and in automotive mechanical and repair work. Monographs covering the building trades and those in natural science and engineering have already been issued.

In advanced stages of preparation are publications on the baking industry, on foundry work, on electronics occupations, on non-professional hospital work, and on mine workers.

Management and labour are showing an increasing interest in the publications. In the province of Quebec, the requests have been especially large for the French edition.

A considerable number of requests, the Minister noted, have been received for the series from other countries, including France, Brazil, Israel and Haiti, in addition to the United States and Commonwealth countries.

More than 700 LMPC's now in operation

A continued increase in the number of labour-management production committees is reported by the Labour-Management Co-operation Service. At the end of 1950, the Service had a record of 710 committees, 20 more than at June 20, 1950. Almost 300,000 employees were employed in plants in which these committees were operating.

Few court actions required over family allowances

Violations of family allowances regulations required court actions in only 26 cases in the latest fiscal year, the Minister of National Health and Welfare, Hon. Paul Martin, reported recently.

Many hundreds of investigations were carried out during the year by the treasury and social welfare officers of the family allowances division, he said, but in only about two dozen instances did the circumstances warrant prosecution.

Parental co-operation is "steadily growing," Mr. Martin stated, and improved facilities for checking registrations of births and deaths are gradually eliminating the possibility of fraud through duplicate applications or the registration of non-existent children.

The same factors are causing overpayments to decrease, he said, and employers, school authorities and welfare agencies are "most helpful" in advancing the objectives of the Act.

Since payments began in July, 1945, more than \$1,377,000,000 have been paid to parents. Overpayments outstanding at the end of March, 1950, totalled \$451,174.78. These had been reduced to \$422,499 as of September 30, or three one-hundredths of one per cent of the total amount disbursed in the five years. Overpayments because of birth date errors have been almost completely eliminated in so far as births during the past three years are concerned.

Studies show, Mr. Martin said, that overpayments occur most frequently when children under 16 go to work for wages,

are absent from school or are not being maintained by their parents. Efforts are continually being made to obtain from parents and others concerned the speediest possible notice when a child becomes ineligible for allowances.

Costs and revenues of Canadian coal mines

The annual survey of operating costs and revenues of the Canadian coal mines for the year 1949 shows that the industry realized a profit of 38 cents per net ton, which is the same as the profit shown by the survey for the year 1948. For the second time in the 19-year history of this report a profit was made by all coal mining areas, according to the Dominion Coal Board.

While total production costs have risen from the low point in 1940 of \$3.40 per net ton to a high in 1949 of \$6.03, total revenues have similarly increased from the low of \$3.43 in 1936 to the highest point on record of \$6.41 per net ton in 1949.

Increases in total revenues over those reported in 1948 ranged from 9 cents per net ton for Saskatchewan to 67 cents for Alberta sub-bituminous mines.

Profits in excess of those for the year 1948 were shown by mines in both Saskatchewan and Alberta, the profit increases ranging from 2 cents per net ton for Alberta sub-bituminous to 12 cents for Alberta bituminous mines. Profits less than those for 1948 were shown in mines in Nova Scotia, New Brunswick and British Columbia, the decrease in profit position ranging from 11 cents per net ton for British Columbia to 25 cents per net ton for New Brunswick.

Of the average cost per ton of \$6.03, labour cost was computed at \$3.63, an increase of 16 cents over the 1948 cost. Labour cost averaged 60 per cent of the cost of each ton produced.

Production per man-day increased excepting in the New Brunswick, Alberta sub-bituminous and British Columbia fields, while Nova Scotia showed no change. The average production per man-day was 3.33 tons.

TLC suspends Vancouver Civic Employees Union

On a charge of failing to comply with the decision of the 64th annual convention, which called upon all affiliated organizations to remove from key positions and to expel from their ranks Communists and sympathizers, the Trades and Labour Congress, on December 12 last, suspended the charter

of the Vancouver Civic Employees Federal Union No. 28 (L.G., Jan., 1951, p. 11).

The union was also charged with failing to comply with requests of the General Secretary-Treasurer, under the constitution, for an examination of the books of the union for the protection of the membership.

In the suspending letter President Bengough said:—

“Conclusive evidence has been placed before me proving continuous collaboration between the officers and representatives of Vancouver CEU No. 28 and ranking members of the Labour-Progressive Party to a degree to eliminate any shadow of doubt that (Local 28), under its present leadership, is definitely under Communist control.”

Mr. Bengough urged all members of Local 28 to align themselves during the period of suspension with the recently set-up Employees Union No. 407, in order to protect “their standing and their interests in the free trade union movement, as recognized and represented by the TLC and its affiliated organizations.”

TLC upholds refusal to seat United Fishermen delegates

Action of the British Columbia Executive of the Trades and Labour Congress of Canada, in refusing to seat two delegates from the United Fishermen and Allied Workers’ Union, Vancouver, was upheld by President Percy R. Bengough in reply to a letter of protest from the union.

In line with the anti-Communist policy laid down at the annual convention of the TLC, the delegates were barred from taking their seats at the annual meeting of the affiliated British Columbia unions and district councils, held in Victoria last November (L.G., Jan., 1951, p. 39).

Referring to information he had received, that one of the delegates had tendered his resignation to the Labour-Progressive Party in August last, Mr. Bengough said that he “would need verification of this, and his reasons for resigning” and some evidence that he is “no longer a sympathizer with the aims and tactics of the Labour-Progressive Party.”

Mr. Bengough added that he could say quite frankly that the desire for further evidence was without prejudice in any respect to the delegate, and that it arose “from the fact that resignations from Communist Parties and Communist Front Organizations are being produced wholesale of late ‘on instructions to go underground.’ Naturally we will do all possible to protect any and all individual members but can-

not overlook the more paramount need of protecting our Movement and Unions from new line of attack."

Proposed bill would bar appeal from Quebec Board decisions On January 12 the Hon. Maurice Duplessis, Premier of Quebec, announced that a bill would be introduced at the resumption of the Provincial Legislature to make decisions of the Labour Relations Board beyond all dispute and not open to question or review in courts of justice. Such legislation, if passed, would prohibit the filing of briefs with the courts requesting a writ of mandamus, certiorari, prohibition, etc.

"These briefs and other actions before courts of justice only paralyse and retard the functions of the Labour Relations Board, and the new Act will declare the Board to be above all action in the civil courts," the Premier stated.

Mr. Duplessis also said that the new Act will exempt the Board from actions which might be taken under Section 50 of the Code of Civil Procedure, which gives the Superior Court the right of supervision over other courts.

Apprenticeship meeting to be held in Quebec An apprenticeship conference, to be held in Quebec City from May 29 to June 1, 1951, will be attended by delegates from the Canadian provinces, the Department of Labour, and the American states, and by representatives of management and labour.

It has been announced that the agenda will include a study of the apprenticeship system in force in Quebec as well as discussion of various problems connected with the training of apprentices in different trades.

Nearly 700 delegates are expected to attend.

Francq appointed to Quebec board Marcel Francq, president of the Quebec Federation of Labour, has been appointed a member of the Quebec Labour Relations Board.

He will fill the vacancy created by the death last fall of Elphege Beaudoin. Roger Provost, vice-president of the Quebec Federation of Labour, will succeed Mr. Francq as president, while Adrien Villeneuve, international representative of the International Association of Machinists, will be the Federation's new vice-president. Mr. Provost is secretary of the Montreal Trades and Labour Council and represents that group on the City Council.

Laval's Industrial Relations Review

With its December issue, Laval University's Industrial Relations Bulletin became an Industrial Relations Review. Convenient in size, the new Review contains sixty pages of original text. It is bilingual.

The change in format is intended to permit the presentation of more elaborate studies on subjects relating to labour-management relations.

Increase in minimum wage rates in Quebec

From December 16, 1950, the minimum rates for all workers covered by General Minimum Wage Order 4 were raised by 20 per cent. Order 4 fixes minimum wages and general working conditions for factory, shop, office and hotel employees, chauffeurs, messengers, garage workers, watchmen, janitors, certain seasonal employees, telephone operators and various other types of unorganized workers.

The Minister of Labour for Quebec stated that the raise will cover about 400,000 employees under General Order 4. As a result of the increase, the minimum rate for most factory, shop, and office workers in Montreal and district is now 42 cents an hour instead of 35 cents.

A similar increase of 20 per cent went into effect on December 2 for the approximately 80,000 woodsmen who are covered by a special Order (No. 39).

A more detailed statement of these increases in minimum rates will be found in the *Labour Law* section at p. 247 of this issue.

Safety course in Quebec technical schools

A course in industrial safety is being given in technical schools of the Province of Quebec, under the auspices of the Quebec Safety League.

Inaugurated in 1932, with the official sanction of the Provincial Government, the course is now included in the curriculum of the technical schools at Montreal, Quebec, Three Rivers and Hull.

The originator of the course was Colonel Arthur Gaboury, who, in October 1949, was guest of honour of the French Industrialists' Association for the Prevention of Accidents at the inauguration of a similar course at the School of Arts and Crafts in Paris.

The course has been divided into eight lessons, dealing with the following subjects: (1) Definitions and General Principles; (2) Physical Means of Preventing Accidents; (3) Safety Education; (4) The

Safety Organization; (5) Statistics as an Instrument of Research into the Causes of Accidents; (6) Safety Rules; (7) Industrial Fatigue; (8) Organization of First Aid.

Safety code for woodworking industry At the request of the Canadian Association of Administrators of Labour Legislation the Executive Committee of the Canadian Standards Association recently authorized the organization of a committee to develop a safety code for the woodworking industry. This is the second safety problem on which the CAALL has sought the assistance of the CSA with a view to developing uniform codes which can be made legally enforceable in all Provinces as deemed advisable by the authorities. In 1948, at the request of the Association, a *Code of Practice for Window Cleaning* was drawn up by the CSA and approved as CSA Standard Z-91—1949 (L.G., 1949, p. 677).

The CAALL was organized in 1938 by federal and provincial labour officials for the purpose of improving legislative and administrative standards and bringing about a greater degree of uniformity in provincial laws.

Control of industrial health hazards in Ontario Health hazards from radioactive materials and from silica and alumina are among problems to be investigated with equipment being obtained for Ontario's division of industrial hygiene with the aid of federal health funds.

This was disclosed recently by the Minister of National Health and Welfare, Hon. Paul Martin, with the announcement of a grant for the study and control of health hazards in industry.

With the increasing use of radioactive materials in factories, in research laboratories and in hospitals, quicker and more accurate methods of determining radioactive contamination are imperative, Mr. Martin said. More than \$5,000 of the grant will be used for equipment which can rapidly assess the quantity of radium, radon and gaseous radioactive materials to which a person may have been exposed. Known as a particle counter, this piece of apparatus was developed by the United States Atomic Energy Commission.

The remainder of the grant, about \$6,500, will be spent on equipment for investigating health hazards associated with exposure to dust containing particles of silica and alumina and for studying environmental problems such as humidity, temperature, lighting and ventilation.

The Ontario health department has for a number of years been active in combating health hazards in industry, Mr. Martin noted. The extra equipment for its laboratory will enable it to provide a more extensive service, particularly in the new fields of study arising from the use of radioactive substances.

Safety campaign of B.C. Lumber Worker The *B.C. Lumber Worker*, official publication of the International Woodworkers of America, B.C. District Council No. 1, has been devoting considerable space in each issue to endeavours to reduce accidents in the logging industry.

Each weekly edition contains a two-page spread devoted entirely to features on accidents and accident prevention. Among these features are "1950 Coast Logging Accidents," a story of a fatal accident told in a sketched diagram and a few paragraphs relating the events of the tragedy; "The Diary of a Safety Man" by Sawdust Sam; and cartoons such as "Otto Knowbetter" a lumber worker who learns about safety the hard way.

All this is in line with the policy of the International Woodworkers, adopted at its convention held in Minneapolis, to promote a full-scale safety program. The program is to operate through the formation of an international safety council, supplemented by district and local councils.

Slight drop in British trade union membership A report on trade union membership in the United Kingdom, published by the Ministry of Labour, gives the aggregate membership at the end of 1949 as 9,262,000. This is a slight reduction from the 1948 total, when trade union membership reached an all-time high of 9,309,200.

Trade unions numbered 706, a reduction of 12 from the previous year.

It is noted that in spite of the progressive fall in the number of separate unions as a result of the tendency towards amalgamation, there are still 400 unions with a membership of less than 1,000, most of which had fewer than 500 members. These unions, however, represent only about one per cent of the aggregate trade union membership. About two-thirds of the total membership was accounted for by the 17 largest unions, all having a membership of 100,000 or more.

The general labour organizations group, with a membership of 2,110,470, accounted for the greatest number of members. The metal manufacture, engineering, shipbuilding, electrical goods, vehicles and other

metal trades group came next, with a membership of 1,640,000. Railways accounted for 588,150, and coal mining 794,300.

Female membership was less than one-fifth of the total. However, in certain industry groups, notably cotton and clothing, and in education, it greatly outnumbered the male membership.

The number of federations of trade unions remained unchanged at 51.

At the time of the publication of the above report, the Chief Registrar of Friendly Societies issued a summary of membership and finances of unions of employees registered under the Trade Union Act. This summary relates only to registered trade unions in Great Britain, whereas the foregoing figures pertain to the United Kingdom and include both registered and unregistered trade unions.

In 1949, there were 417 unions on the register, with a total membership of 7,883,736. Revenue from membership for the year was £15,885,000 and from other sources £1,796,000. Benefit payments, including unemployment, dispute, sickness and accident, superannuation, etc., amounted to £4,532,000.

In addition to the 417 employee organizations, there were 96 registered associations of employers, with an aggregate membership of 116,021.

Consumers' councils in British nationalized industries Consumers' councils, representing consumer interests, as provided for in Britain's nationalizing legislation, have been set up in the coal, gas, electricity, transport, and civil aviation industries. In the first three industries alone, around 700 persons, exclusive of local committees and secretarial staffs, are engaged on remedial and explanatory work on matters affecting the public, the U.K. Office of Information reports.

The Iron and Steel Act, 1949, also provides for the setting up of consumer councils, which must be done within six months of the vesting date.

The functions of consumer councils are to advise their parent authorities of consumer reactions and, conversely, explain to the public, as consumers, reasons for "apparently obscure" actions taken by public boards, in addition to fulfilling their role of "watchdogs over consumers' interests." The councils may act in one or both capacities.

While there is no set form of consumer representation, three distinct patterns, as follows, can be traced, it is observed: (1) national and regional; (2) national

only; (3) regional only, with local committees.

In the coal industry, for example, there is two-tier representation at the national level: an industrial consumers' council, whose members represent consumers, sellers and suppliers of fuel in bulk; and a domestic coal consumers' council, whose members represent similar groups concerned with fuel used for domestic purposes. These councils are required to submit annual reports to the Minister, who lays them before Parliament.

In the first two years of its existence, only five complaints were received by the industrial coal council. The domestic coal council, in its second year, dealt with 90 complaints, mostly concerning quality and, as a result of action on the part of the council, it is reported, remedies were provided in a number of cases.

Social insurance reciprocity with U.K. Through reciprocal arrangements co-ordinating the national insurance, industrial injuries insurance, and family allowances schemes of Great Britain and Northern Ireland and the Isle of Man, these schemes now operate as a single system.

The U.K. also maintains agreements with the Irish Republic for sickness, maternity and unemployment benefits, and insurance of seamen; with New Zealand for family allowances; and with France for sickness, retirement, maternity, death and industrial injuries benefits.

A multilateral agreement on social security, signed by the five Brussels Treaty Powers, was ratified by the United Kingdom in May, 1950 (L.G., Aug., 1950, p. 1136).

Economic Council reports on U.S. economy The fifth annual report of President Truman's Council of Economic Advisers was issued late in December, and gave a statement of the economic problems facing the United States in 1951. The report urged immediate action by the Administration to introduce price and wage controls, a broader tax program to finance increased defence requirements of the country, and more definite fixing of defence requirements necessary to meet the present world situation.

The report put considerable emphasis on the danger of inflationary pressures. The advisers recommended that the country try to balance the budget, and adopt a pay-as-you-go method of financing defence expenditures.

The economists estimated that some 8½ per cent of American production is now devoted to military needs, and the filling of United States commitments to other countries. They said:—

"The concentration of our productive efforts upon defence objectives could rise far above this point, and we could still maintain a vigorous national economy capable of meeting additional demands upon it."

The report estimated that "it should be possible to increase the total of private and public output by about 25 per cent in the next five years" by a combination of the growing labour force, a longer work week, and the application of technology.

The Council warned that the defence program would be of long duration, and would demand sacrifices from all. "It is certainly not too much to ask that wage-earners forego efforts to increase their living standards during a time when the economy simply cannot produce more civilian goods and also carry the heavy burden of rapid rearmament," the report said. In the matter of wage and price controls, the economists recommended flexibility, and declared that "the trend of wages available for spending after taxation and other restraints should be kept in line with trends in the availability of consumer goods."

Two possible courses in the setting of a wage control policy were outlined in the statement. One possibility was to hold wage lines approximately where they are at present, until such time as the output of consumer supplies could be expanded again; and the other would be to work out wage increase formulas taking into account productivity and cost-of-living adjustments. The Council considered the second approach would have the advantage of providing the wage-earner with incentive, but would be dangerous unless taxes were increased sufficiently to keep wage gains out of the spending stream.

In urging a pay-as-you-go taxation system, the report said:—

The prospect that the defence effort will be prolonged makes it particularly important to cover the cost through taxes. Borrowing has its place in the financing of a short, intensive effort; but it is dangerous for a long-drawn-out effort....

Unless the borrowing is accompanied in the present by a decrease in spending (an increase in consumer saving) or by a reduction in business investment, the inflationary pressure of increases in Government expenditures will not be offset and immediate inflation will result.

United Labour Policy Committee formed

Organized labour in the United States has formed a fourteen-man United Labour Policy Committee designed "to develop a common approach to the problems arising out of the mobilization and stabilization program."

The Committee represents the American Federation of Labour, the Congress of Industrial Organizations, the Railway Labour Executives Organization, and the International Association of Machinists. The United Mine Workers of America are not represented on the Committee.

In a brief presented to President Truman on December 20, the Committee said that organized labour "wants participation and real leadership in every important agency in . . . (the) . . . mobilization effort." The brief said further:—

Free labour can make its fullest contribution only if it is permitted to serve at all levels of defence mobilization both with respect to policy and administration. No one group has a monopoly of ideas in the mobilization of our resources. Each group has much to offer and co-operatively we can defeat the world-wide challenge of dictatorship.

The Committee submitted to the President the "basic principles" under which labour would accept wage stabilization. These conditions were:—

Stabilization policy must permit adjustment of wage rates to compensate for increases in the cost of living;

Contracts which assure wage stability must be recognized;

Stabilization policy must not freeze wages but must allow for flexibility, to provide for correction of substandard wages and adjustment of wage inequities within or between industries;

The Wage Stabilization Board, presently an advisory unit of the Economic Stabilization Agency, should have the authority to make decisions within its own sphere.

The Committee also asked for "an equitable tax, savings and price and rationing control program" which it said would be the answer to the problem of excess purchasing power.

Extent of multi-plant bargaining in U.S.A.

A recent study by the United States Bureau of Labour Statistics, published in the December 1950 issue of *Monthly Labour Review*, shows the extent to which unions are now engaged in multi-plant or multi-employer bargaining.

Under the Labour-Management Relations Act of 1947 (Taft-Hartley Act), the National Labour Relations Board is authorized to determine, in the event of a dispute between a union, or several unions, and an

employer, or group of employers, the scope of the bargaining unit for the purposes of union representation. In some instances, the Board has found the appropriate bargaining unit to be a single craft or group of employees; the bargaining unit, in other instances, has included all production employees in one or several plants of the employer. In still other instances, the Board has decided in favour of a bargaining unit which embraces a number of employers and one or more unions. However, in the majority of cases the parties themselves have, without recourse to State or Federal labour agencies, agreed to establish the area or scope of the coverage of their contracts.

The Bureau of Labour Statistics classifies agreements according to the "employer unit" into several major sub-groups. These divisions show whether the contract (a) relates to a single plant or establishment of an employer; (b) includes more than one plant or establishment of the same employer (multi-plant bargaining); or (c) covers a group of employers formally or informally organized as an association (multi-employer or association bargaining).

In a study last year of 3,376 agreements covering more than four million workers, the Bureau found that out of every 100 contracts 68 related to a single plant (or several plants of the same employer in the same city); that 12 applied to more than one plant of the same company in different cities; that 20 covered a group of employers or an employers' association.

For every 1,000 workers covered by these agreements, it was learned that 280 were included in single plant contracts, that 390 were in multi-plant contracts and that 330 were in multi-employer or association contracts.

These statistics showed that although approximately two-thirds of all the agreements related to a single plant, less than a third of all the workers were covered by sub-contracts. While forming only one-eighth of the total number surveyed, multi-plant agreements nevertheless covered nearly two-fifths of all the workers. This situation, the article states, reflects the prevalent pattern of bargaining in certain industries such as steel, transportation equipment, and rubber in which a number of large companies have plants scattered throughout the country.

The multi-employer or association type of bargaining appeared most frequently in industries which generally consist of a relatively large number of essentially local establishments—printing and publishing, apparel, trade, and services, including hotels and restaurants.

Wage adjustment clauses in U.S. labour contracts

The December 1950 issue of *Monthly Labour Review* has disclosed the results of a survey of wage re-opening provisions in labour-management agreements in the United States. The study was made by the U.S. Labour Department's Bureau of Labour Statistics in the summer of 1950.

General wage renegotiation provisions, which permit wage negotiation or general wage adjustments during the term of the contract, were found to appear in more than half of the 2,754 contracts analysed. There are two broad types of re-opening plans—permissive and automatic. The former plan allows the negotiation of new wage rates at any time or at specified intervals while the agreement lasts. In some instances, the re-opening is permitted only when sufficiently important changes have occurred in general economic conditions, the cost of living, or in prevailing wages, in a locality or industry. The automatic plans make wage changes compulsory in conformance with specified changes in the cost of living, price of given commodities, profits or other factors.

In the case of some agreements, permissive and automatic plans are integrated. These require automatic adjustments within certain limits, after which negotiations on wage rates will be re-opened.

The largest majority (95.6 per cent) of the 1,517 agreements which called for some type of re-opening of the contract to consider wages were permissive or voluntary in character. The automatic type of wage adjustment clause related largely to so-called escalator or cost-of-living clauses gearing changes in wages to changes in consumer prices. While this type of clause appears in several recent agreements, it still represents a small per cent of all general wage revision clauses.

In manufacturing industries, agreements more frequently provided for general wage re-openings than did those in non-manufacturing, the ratios being 61.5 per cent and 41.7 per cent respectively.

Minimum employment age of 18 in U.S. mines

A new hazardous occupations order, adopted in the United States in December, established a minimum age of 18 for employment of minors under the Fair Labour Standards Act—the Federal Wage-Hour Law—in occupations connected with mining, other than coal. The order became effective on January 6,

1951. The coal mining industry is covered by a separate order that has been in effect since September 1, 1940.

The general minimum age for employment under the Fair Labour Standards Act is 16, but the Act authorizes the Secretary of Labour to issue hazardous occupations orders establishing a minimum age of 18 for employment in occupations which he finds to be "particularly hazardous."

The Secretary's new order follows a public hearing last October, and is based on investigation of occupational hazards in the industry made by the Bureau of Labour Standards.

Certain non-hazardous occupations are specifically excluded from the order, but it is made plain that the exceptions do not authorize work in occupations prohibited by other hazardous occupations orders. Among the exceptions are—employment in offices, warehouses, laboratories, maintenance and repair of shops not located underground, above-ground surveying, road repair and maintenance and general clean-up about the mine property.

The order further sets forth that it shall not justify non-compliance with any other Federal or State Law, or municipal ordinance establishing higher standards than those set forth therein.

Safety activities of U.S. Bureau of Mines, 1948-49 Since Federal inspection of coal mines began in December, 1941, the rate of fatal accidents in bituminous coal and lignite mines and anthracite operations has declined, the United States Bureau of Mines reports.

The problem of mine safety has been attacked from many directions, the Bureau says, in reporting on activities during the year ended June 30, 1949. With the aid of a larger staff and an increased appropriation, the safety education program has been broadened, and a record number of operating mines were inspected during the fiscal year. In addition, technical experimentation, protective device and equipment testing, and disaster assistance, as well as analytical investigations and studies, were continued. Specialized training, with particular emphasis on major safety codes integrated in collective wage agreements, was given coal mine safety committeemen and supervisory officials.

Considered by the Bureau as the year's greatest technical advance in coal mine safety was the successful adaptation of roof bolting to prevent roof collapse, and its installation in a number of coal mines.

The reduction in accident rates achieved since Federal inspection of coal mines began is attributed by the Bureau to a

number of factors. Noted as the most outstanding are: (1) discovery of hazards through Federal inspection which had previously been "overlooked or ignored by management, labour, and State mine inspectors;" (2) publicizing of unsafe conditions and practices; (3) inclusion in collective agreements of Federal safety codes specifying mandatory compliance; and (4) provisions in union contracts establishing mine safety committees on the local level, with authority invested in them to inspect and recommend improvements to management. "The functioning of these committeemen," the Bureau says, "has brought about better understanding of the need for co-operation between management and labour to maintain safer operating conditions and practices."

Despite records of improvements in accident rates, "much more must be done before accident rates in coal mines will be in line with those of other major industries," it is observed. The combined fatal and non-fatal injury-frequency rate for the bituminous industry in 1948 was 57.43 per million man-hours, and 76.60 for the anthracite. In contrast, the injury-frequency rate for all manufacturing industries averaged 17.2; construction 36.7; and miscellaneous transportation 23.9.

Firm grants \$1,500,000 for health research project A research project to promote better health for its employees and other industrial workers has been announced by the U.S. General Motors Corporation.

According to a report in the *New York Times*, the Corporation has joined with the University of Michigan in establishing the Institute of Industrial Health at Ann Arbor, Michigan, the broad objectives of which will be research, education and service in industrial medicine, health and safety.

The project, for which the corporation is making a contribution of \$1,500,000, is to be administered by a board to be appointed by University of Michigan Regents.

Area-wide pension fund started in Toledo Progress made by the United Automobile Workers (CIO) in seeking an area-wide pension fund in Toledo, Ohio, is reported in *Business Week*, November 4.

It is stated that the union has signed up more than twenty companies, and Richard T. Gosser, UAW-CIO international vice-president in the Toledo area and sponsor of the whole idea, announces that the plan is now operating. A total of 1,000 workers is covered.

The plan is financed by employer contributions of 7 cents an hour for each employee. Reciprocal agreements among employers provide for transfer of a worker's pension credits when he shifts from one shop to another.

The benefits envisaged are \$100 a month, including federal social security, at age sixty-five after twenty-five years' service in Toledo pension fund shops.

The union is seeking to extend its plan to forty more small firms in the Toledo area.

Visit of Anzac trade unionists to U.S.A. At the invitation of the Free Trade Union Committee of the American Federation of Labour, trade union officials from Australia and New Zealand visited the United States on a tour of industrial plants and mines.

Commenting on their visit in *The Australian Worker*, the general secretary of the Australian Workers' Union, Mr. Tom Dougherty, said he "could not fail to be impressed by the efficiency of technical planning, the minimum wastage of materials and manpower, and the abolition of drudgery for the worker.

"At no time did I see any sign of the worker being exploited in this highly industrialized country. Rather, I was impressed at the way in which management consults the worker on methods of improving, not only output, but the working conditions under which it is obtained..."

The visitors were taken to Houston, Texas, where they addressed the AFL annual convention, then in session. Officials of the AFL, *The Australian Worker* reports, announced at the convention that trade union leaders from the United States would return the visit of the Anzac nations, "thus beginning a trail of international trades union visits which are destined to develop into a historical link between the workers of America and Australia." The visitors also had discussions with officers of the CIO and the United Mine Workers.

Expanding health services for ILGWU workers The International Ladies' Garment Workers' Union (AFL) has developed a growing chain of medical centres for the benefit of its members, according to the *Monthly Labour Review* of December.

The original centre was founded in New York City in 1913. In 1944, health centres were established in Philadelphia and Fall River, and since 1947 at least nine centres have started operations and a number of others will get under way in the near future.

The ILGWU health centres provide diagnostic medical services, the *Review* states, and in some localities also clinic medical care. They also certify the sick-benefit claims paid union members from various health funds. In areas where union membership is widely dispersed, mobile motor-units operating from centrally-located towns conduct health surveys among workers in shops located in outlying communities.

In recent years, the New York City health centre has expanded its services to include case-finding by means of miniature chest X-rays; a simplified form of psychiatry designed to keep emotionally-disturbed workers on the job; special diet education; and special attention to the health problems of the older worker.

An analysis of the first 40,000 miniature chest X-rays revealed 31 active and 835 unsuspected arrested cases of tuberculosis, 522 cases of heart abnormalities, 73 bronchopneumonias, 34 lung tumours, and other chest conditions requiring medical attention.

Meeting of Christian trade unions at Paris The executive of the International Confederation of Christian Trade Unions (ICCTU) held its 85th session in Paris recently, under the chairmanship of

Mr. Gaston Tessier.

In its November 17, 1950, edition, the Montreal newspaper *Le Travail*, which is the official organ of the Canadian and Catholic Confederation of Labour, reports that the executive of the ICCTU, after considering an appeal it had received from the United Nations with regard to helping the civilian population of Korea, decided to forward this appeal to the affiliated national organizations and to ask them to participate in whatever action may be organized in this connection by their respective countries.

Renewing the approval in principle given by the ICCTU to a start in the economic organization of Europe represented by the pooling of coal and steel, the executive showed keen concern for social interests, especially with regard to labour representation on the bodies set up to apply the Schuman plan.

Le Travail reports that the executive held a conference, on the 16th and 17th of November last, of the Christian trade-union organizations most directly interested in this question.

The executive also decided to send a memorandum to the United Nations asking for the inclusion of economic and social rights in the first Convention on Human Rights to be drawn up by the United Nations.

SEASONAL VARIATIONS IN EMPLOYMENT IN CANADA

The Canadian economy is one which experiences marked seasonal variations in employment. Wide differences in temperature and climate, the size of the country, the nature of the basic industries, and the high degree of industrial concentration, are some of the factors operating to magnify the problem of seasonal fluctuations in employment in Canada.

Seasonal unemployment is of two kinds. First, the type of unemployment which exists in an industry which is prevented from carrying on its operations because of the climate and, second, unemployment which exists in an industry of which the products are subject to seasonal fluctuations in demand.

In Canada agriculture, logging, fishing, construction and inland navigation are especially subject to seasonal unemployment of the first type. Seasonal fluctuations in demand are characteristic of such industries as the manufacture of clothing, and may aggravate irregularity of certain industries of the first type, such as construction.

These seasonal industries employ a large proportion of Canadian workers. About 350,000 workers move in and out of the labour force according to the varying seasonal work requirements.

The disadvantages of seasonal unemployment to the employer, the worker and the community are obvious. Within industry itself there have been consistent efforts to find ways of spreading out employment over a larger part of the year. It has been found that the season of employment may be extended in various ways. A notable example is the extension by employers of the duration of logging operations during the war and post-war years. Techniques can often be developed to overcome the obstacles of climate.

International Discussion of Problem

The problem of seasonal unemployment has been discussed at international conferences of employers, workers and governments sponsored by the International Labour Organization. The ILO Technical Committee on Building, Civil Engineering and Public Works has given special attention to the subject and a recent publication, *Seasonal Unemployment in the Construction Industry*, discusses the methods that have been developed in various countries.

One method has been the staggering of starting dates for large construction projects. The installation of heating plants within temporary shelters has been found a practical means of permitting the work to go on during the winter. The practice of closing in buildings to permit completion of work in winter is frequently followed.

One of the arguments against winter construction has been that winter costs are higher. The ILO report indicates that various compensating factors tend to reduce these excessive winter costs.

For instance, competent tradesmen and good materials are easier to obtain in the off-season. Different countries have adopted various means of meeting such problems of added costs as actually do arise. In Finland higher labour costs for winter building have been counter-balanced by the payment of lower wage rates. The report suggests that this solution might be acceptable to unionized workers if a lower winter wage rate were combined with some type of guaranteed income scheme. Along with a reduction in wage rates it is suggested that there should be a reduction in the rate of profit and that off-season discounts on building materials should be obtainable. The Swedish Government has undertaken to take care of the differential on some types of construction by government subsidies.

It is pointed out in the report that together with the real difficulties caused by climatic conditions there is the force of social habit to contend with. Education and persuasion are required to overcome the prejudice of workers, employers and the public against winter building. In Denmark the State of Research Building Institute has carried on an educational campaign to overcome this traditional aversion to winter building. Sweden has made use of building licences issued in accordance with the labour supply to spread out construction over the year.

The report holds that a Public Works program could also be effective by initiating public building projects in the off-season. The suggestion that vocational training be carried on in the winter months has also been made. This has been carried out in Canada in connection with training of apprentices for the building trades whose period of class instruction normally falls in the winter months. In Britain there is a program of training workers in more than one trade so that after the completion of one building operation they may carry on at another.

Alternative Employment

There are other instances where alternative employment provides a solution. It is customary in Canada for the less skilled construction workers to take employment in the lumbering industry in the winter months. The National Employment Service program of organizing these and similar movements has been highly developed in Canada. Another normal movement in Canada is from agriculture to woods labour in the winter. Clearance procedures of the Employment Service frequently place workers in jobs outside of their immediate home area. Canvassing of employers for job opportunities brings numerous openings to light.

Where unemployment arises as a result of the seasonal variation in demand rather than through difficulties of carrying on the operation several means are customarily followed to meet the problem of the "peak load". First, employers have attempted to stretch out the season of buying through advertising campaigns and through a seasonal cutting of prices. Secondly, they have introduced supplementary lines or have introduced wholly new lines to fill in the slack season. Thirdly, there is the practice of manufacturing for stock during the slack season if the market for the product is sufficiently stable. Some industries endeavour to manufacture for the export trade in the seasons when the home market is slack.

Effect of Unemployment Insurance

In spite of these efforts within industry to meet the problem and such government assistance as has been given there still remains a large number of workers who have seasonal periods of unemployment. The introduction of unemployment insurance in Canada has done a great deal to alleviate financial distress amongst workers whose continuity of employment is broken as a result of seasonal influences. All insured workers except those engaged in

pursuits where unemployment in the off-season is virtually a certainty are protected throughout the year. Recent changes in the Unemployment Insurance Act have provided additional or supplementary benefits during the slack winter months to several classes of claimants who are unable to qualify in the usual manner. Seasonal regulations have been revised to permit payment of benefit to almost any worker from a seasonal industry who is able to fulfill the regular conditions for receipt of benefit, who makes application for employment of a kind suitable in his circumstances and normally available at the time of year he applies, and who, if his principal occupation is not insurable, can show that in the previous off-season he has worked under a contract of service for not less than 30 per cent of the time in insured employment, some combination of insured and excepted employment, or in excepted employment for someone not related to him by blood, marriage, or adoption. The coverage of the Act and the protection it affords are being extended as rapidly as administrative considerations permit to the widest possible segment of our employed population.

Aside from the stimulus provided to the Canadian economy with the opening of hostilities in 1939, and the following period of reconstruction and post-war expansion, it is often considered that the most powerful influence in reducing seasonal unemployment and allaying the hardships accompanying such unemployment has been the inauguration of the Unemployment Insurance Act in 1940.

To illustrate the problem of seasonal unemployment which nevertheless remains even in years of relative prosperity, and the extent of financial assistance provided under the Act, a few instances may be cited of the number of claimants receiving benefit and the amount of benefit paid out in representative months of recent years when peak and minimum claim loads were experienced.

In the month of August, 1947, the number of beneficiaries under the Act was 42,700, and a total of \$1,516,000 was paid out in benefit. By March, 1948, beneficiaries had increased to 154,800 and benefit payments reached \$6,630,000. In August, 1948, beneficiaries numbered 55,000 and benefit payments amounted to \$1,836,000. The following March beneficiaries rose to 240,000 and benefit totalled \$10,361,000. August, 1949, beneficiaries numbered 62,700, with \$3,717,000 paid out. Corresponding figures for March, 1950, were 220,000 and \$15,747,000, and for August, 1950, were 67,300 and \$4,420,000. At the end of last December, 102,000 persons were on benefit,

SEASONAL VARIATIONS IN NON-AGRICULTURAL EMPLOYMENT by Areas and for a Number of Canadian Industries

Showing the Peak and Trough Months and Seasonal Amplitude, 1946-1949, and Actual Employment for the Peak and Trough and Monthly Averages of Employment for 1949.

Region ⁽¹⁾ and Industry	1946-1949			1949		
	Employment Peak	Employment Trough	Seasonal ⁽²⁾ Amplitude	Peak	Monthly Average	Trough
	(000's omitted)					
Maritimes.....	December	May	12.3	152	139	125
Quebec.....	December	May	9.2	613	594	560
Ontario.....	December	May	3.9	886	867	816
Prairies.....	September	March	8.7	260	248	231
Pacific.....	September	March	11.0	207	193	173
Canada.....	December	May	6.8	2,109	2,042	1,953
Manufacturing.....	December	January	3.3	1,088	1,068	1,055
Textile Products.....	March	August	6.4	167	163	157
Mining.....	July	January	3.9	87	84	80
Logging.....	December	May	47.8	98	63	38
Non-Metallic Mineral Products.....	September	March	6.2	16	15	15
Non-Ferrous Metal Products.....	April	January	2.6	49	47	46
Pulp and Paper Products.....	September	January	4.3	115	113	112
Lumber and Products.....	September	January	10.3	85	81	76
Services.....	December	May	6.8	75	71	67
Construction and Maintenance.....	September	March	30.1	267	231	184
Trade.....	December	March	8.8	312	288	274
Transportation.....	October	March	7.3	189	183	173

Source: Employment and Payrolls Branch, Dominion Bureau of Statistics. Employers with 15 or more employees reporting.

⁽¹⁾ The data given by region are for the eight leading industries.

⁽²⁾ The seasonal amplitude represents the percentage difference between peak and trough employment.

and during the month they drew \$5,304,000 in benefit. Since supplementary benefit was provided last year some 100,000 claimants have received a total of more than \$4,500,000 under the plan.

In the comparatively prosperous year 1950 there was paid out in unemployment insurance benefit the amount of \$85,824,000. This figure is significant of the extent of financial assistance now provided to Canadians who find themselves unemployed, as a result of seasonal or other causes, when compared with the peak payment of \$96,365,000 in direct unemployment relief provided by federal, provincial and municipal governments in the depression year 1934.

Explanation of Charts and Table

The following charts and table illustrate the seasonal variations in employment that have taken place in a number of Canadian industries as well as for Canada as a whole and for the five economic regions of the country, during the four-year period 1946 to 1949. The seasonal patterns shown on a geographical basis represent the combined seasonal variations of the eight leading industries, namely manufacturing, logging, mining, communications, transportation, construction and maintenance, services and trade.

All the data appearing in the table and charts have been based on employment

figures reported monthly to the Dominion Bureau of Statistics by firms employing 15 or more persons. Agricultural employment is specifically excluded from this monthly employment survey.

A cursory glance at the charts and table reveals that of the 12 industrial groups and industries shown, logging and construction and maintenance experienced the greatest percentage variation in employment because of the seasonal factor, while manufacturing and mining of the industrial groups and the non-metallic mineral products industry have experienced the smallest percentage changes during the same four-year period.

Some of the industrial groups like manufacturing and trade, though they show

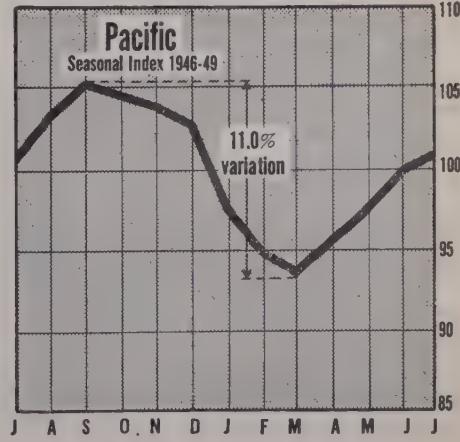
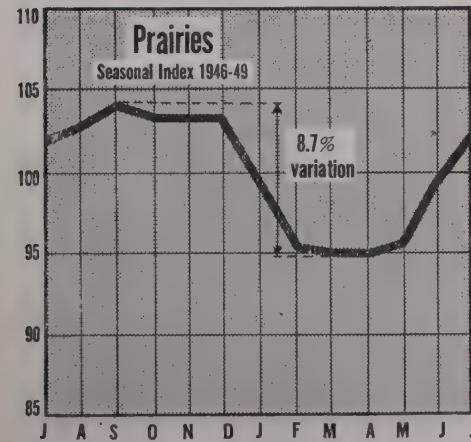
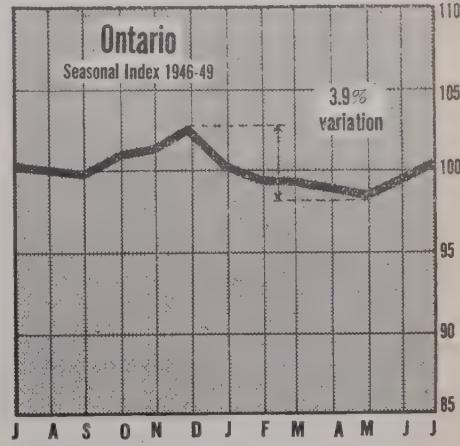
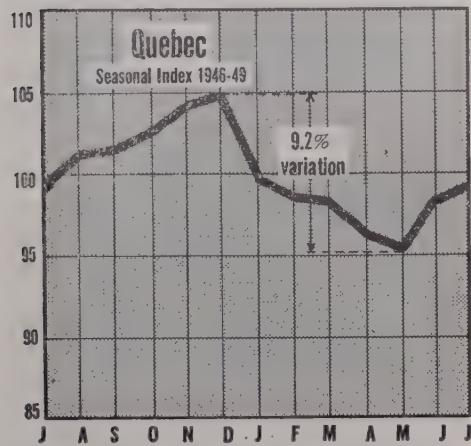
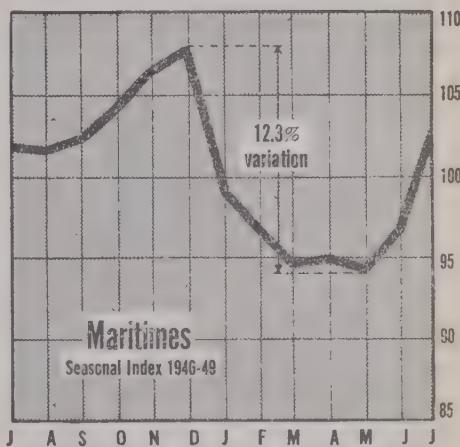
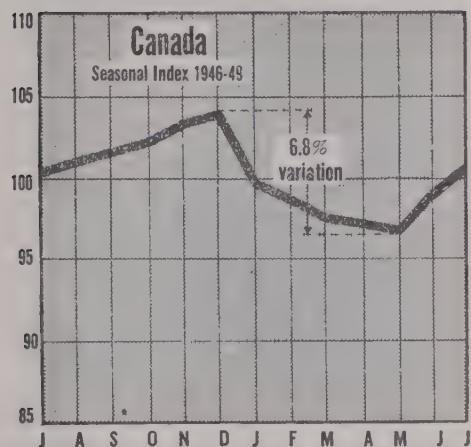
Note on Statistical Method

In studying seasonal fluctuations of employment in any industry or region, the first step must be to calculate seasonal indices by some method. Normal seasonal indices have been calculated from the employment data of the Employment and Payrolls Branch, Dominion Bureau of Statistics. The method has been to compute a centered 12-month moving average and then to express the original data as a percentage of the appropriate centered moving average figure. These percentage deviations were then arrayed by months. A modified mean of the percentage deviations was calculated and this mean was multiplied by a correction factor in order to arrive at a final "normal" or average seasonal index for the period. These seasonal indexes express the level of employment as at the 15th of each month.

SEASONAL VARIATIONS IN EMPLOYMENT

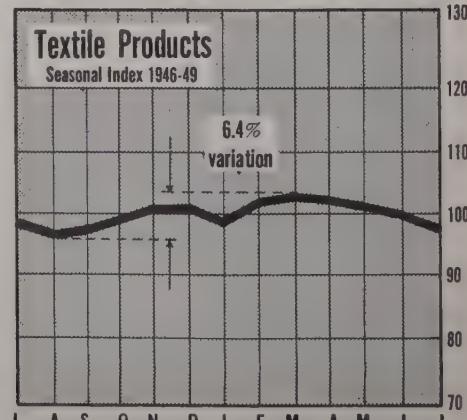
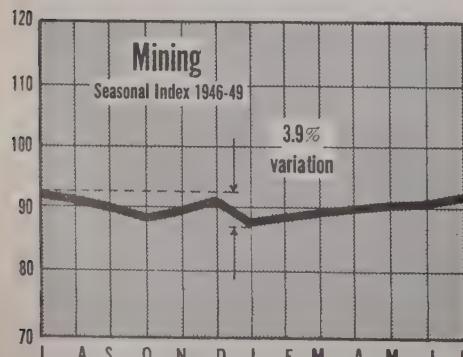
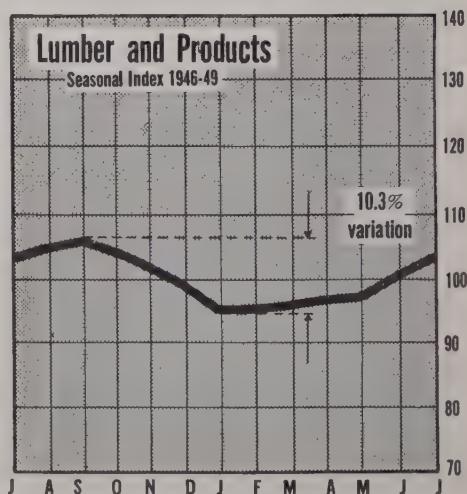
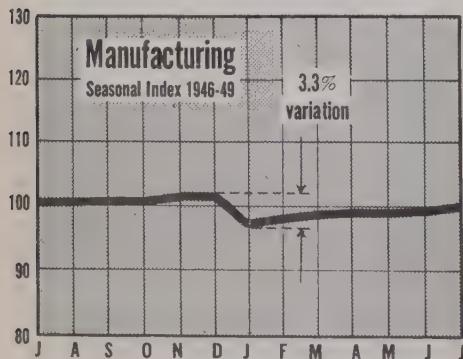
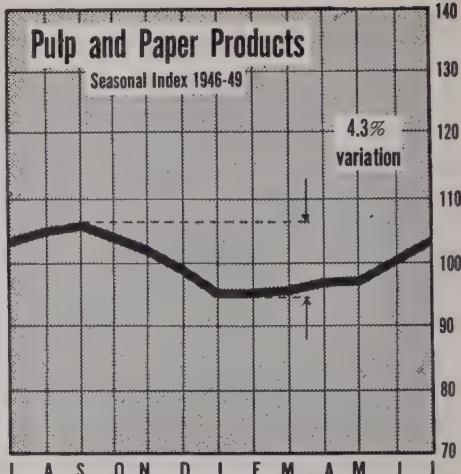
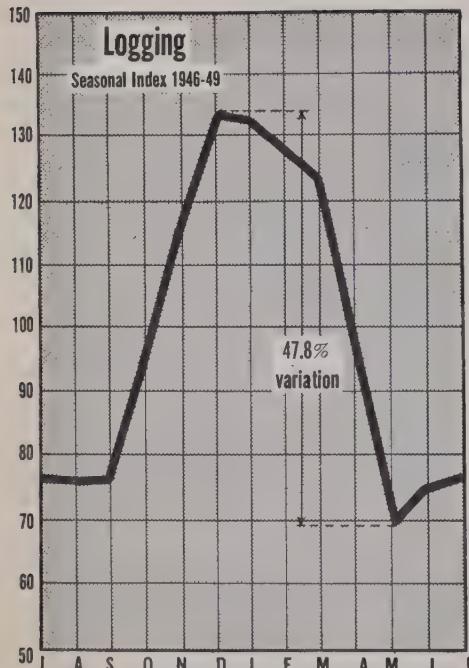
Eight Leading Non-Agricultural Industries

Manufacturing, Logging, Mining, Communications, Transportation, Construction and Maintenance, Services and Trade



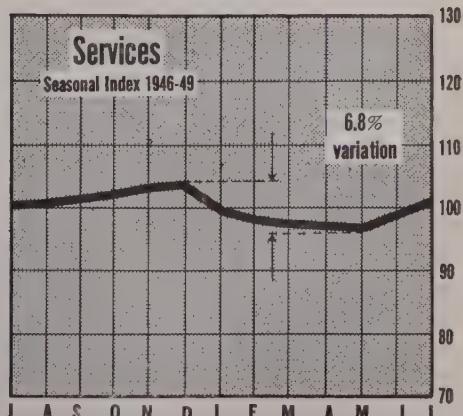
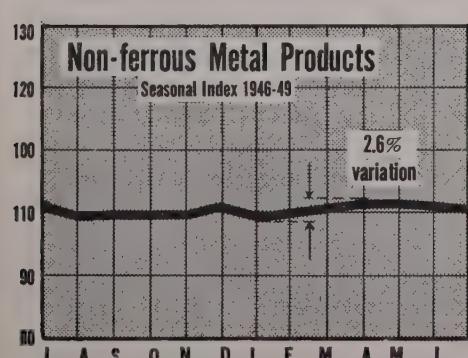
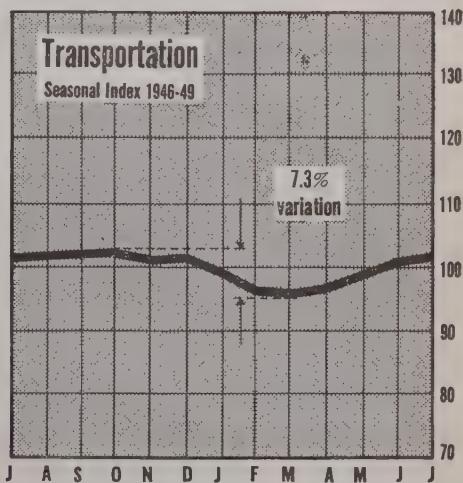
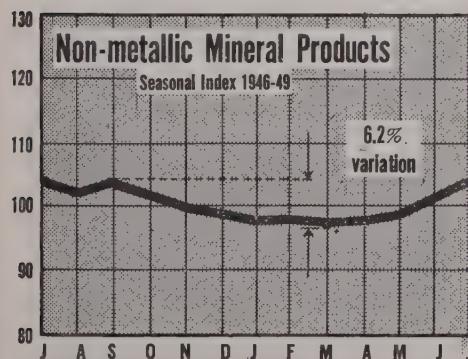
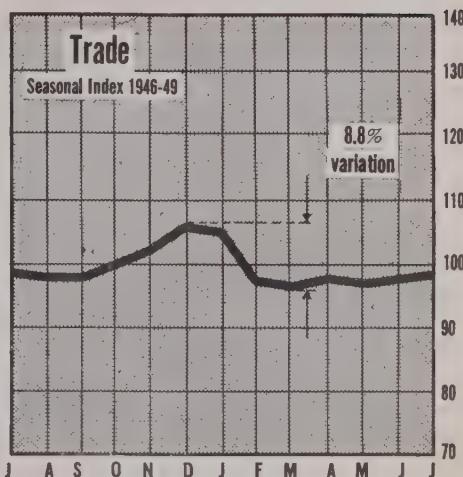
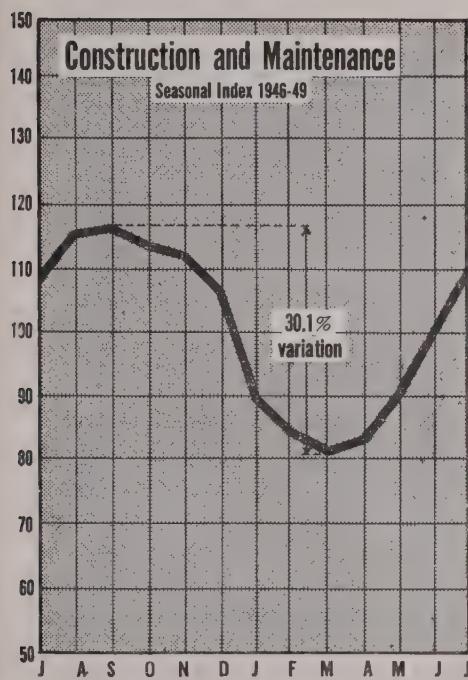
A twelve-month moving average method was used in the calculation of these seasonal patterns

SEASONAL VARIATIONS IN EMPLOYMENT



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A twelve-month moving average method was used in the calculation of these seasonal patterns

smaller percentage declines than certain other industries, lead in the number of employees affected by seasonal lay-offs, mainly because their total employment is relatively high. This is evident by studying the last three columns of the table.

On a regional basis, employment in Ontario has registered the smallest percentage decline because of seasonal fluctua-

tions, while the Maritimes have shown the greatest seasonal amplitude. All regions except Ontario, in fact, experienced a greater percentage seasonal drop in employment than Canada as a whole. However, in terms of number of workers involved in seasonal shifts in 1949, Quebec led all the other provinces followed by Ontario and the Prairies.

COLLECTIVE AGREEMENTS IN THE TOBACCO INDUSTRY*

Collective Agreements covering workers in the tobacco manufacturing plants of Canada are relatively uniform in content. Bargained only in the larger establishments of the industry, they reflect the highly mechanized nature of the work performed. The bargaining agent of the majority of workers covered by the agreements is the International Tobacco Workers' Union (AFL-TLC).

Almost eighty per cent of the working force in the Canadian tobacco industry today are covered by collective agreements. Only slightly more than two thousand of the nine thousand employees are to be found in the many small establishments which do not bargain regularly with their employees. Historically, bargaining for the cigar makers can be traced back to the turn of the present century, but bargaining for all the workers is a development of the past decade. Comparison of the cigar makers' contracts of 1900 with those for tobacco workers generally today shows wide variations.

On the one hand, the character of the 1950 tobacco workers' agreements identifies them with an industry consisting principally of large plants employing a large percentage of female labour and requiring many machine operations. On the other hand, the older cigar maker contracts demonstrate the prominence of the skilled cigar maker and their apprentices in small shops. The effect of increased mechanization in the industry over the years, the changes made in work requirements, and the present form of union organization, all are reflected in the contrasting clauses of the two sets of contracts.

Agreements in the earlier years were bargained by the Cigar Makers' International Union of America (AFL-TLC), one of the oldest American craft unions. Its

membership reached a peak in Canada in 1912 and declined thereafter until it now has only one local in Canada. The Tobacco Workers' International Union (AFL-TLC) is involved in the majority of the tobacco workers' contracts today. This union had a small membership in Canada for a short time during the first World War.

In the early 1940's the union returned to Canada, gained considerable membership in the tobacco industry and now holds nine of the thirteen contracts. Other unions in the industry are independent or are chartered by either the Canadian Congress of Labour or the Canadian and Catholic Confederation of Labour.

One of the outstanding differences between the two sets of contracts of the two periods is the inclusion in the present contracts of provisions relating to the employment of women. Whereas there is no reference in the cigar maker contracts to female labour, the contracts signed today, affecting a labour force in which two out of every three members are female, have many such references. This is particularly evident in the wage schedules, which form a part of each of the thirteen contracts now current in the industry. Many job classifications established for the 6,800 workers covered are for female workers only. In addition,

* Study No. 14 in the series *Collective Agreement Studies*, prepared in the Economics and Research Branch of the Department of Labour.

clauses affecting the total labour force of 1,635 in five establishments referred to both women's and boys' rates as being lower by a stated amount than the regular men's rates.

Irrespective of the division of the jobs between male and female workers, clauses defining other aspects of wage payment are generally applicable to all workers. For example, wage rate adjustments based on experience or merit, although not widely found owing to the prevalence of piece work in the industry, apply to all the 1,460 workers under the four contracts in which they are mentioned. Cost-of-living bonus provisions also are indicated as applying to all the 5,600 workers under the eight agreements including them. All but one of the bonus plans stipulate a weekly bonus payment of one per cent of wages for each rise from a given level of one point in the Dominion Bureau of Statistics cost-of-living index, the maximum bonus being limited to thirty-five cents per point rise. The remaining plan provides a twenty-five cent weekly bonus for every one point rise in the index.

The tobacco worker contracts, being devoted exclusively to factory workers, deal without exception with hours of work. From these clauses it would appear that an employee in a tobacco factory would work a scheduled five-day week usually of forty-two hours. He would receive one and a half times his regular wage rate for working hours outside the regular schedule. With the possible exception of maintenance workers, the 6,800 tobacco workers under agreement had a scheduled five-day week. Almost two-thirds, some 4,400 workers, work forty-two hours in the week, four days at eight and one-half hours and one at eight hours. The remainder work five days at nine hours or a forty-five hour week.

For any work outside scheduled hours employees under the tobacco agreements receive one and one-half times their regular rate of pay. In ten contracts the scheduled hours used for computing the overtime of the 6,180 workers affected are the daily hours, weekly hours are used in the remainder.

While all the tobacco firms under agreement pay one and one-half times the regular wage rates for overtime work, only 7 maintain this policy for any of their 4,240 employees who work on Saturday, Sunday or Statutory holidays. Of the remainder, two contracts do not deal with the possibility of their 200 employees working on

these days, and four follow the practice of paying time and one-half, double time or triple time depending on the day worked.

In contrast with the cigar maker agreements of the earlier period each one of the present contracts in the tobacco industry provides for a graduated plan of paid vacations. All the workers with one year's service receive one week of paid vacation, but 925 workers under 5 contracts actually qualify for one week at the end of six months and a second week at the end of a year. In the case of 5,975 workers under 8 contracts, plant workers receive two weeks only after five years, although the salaried employees under the same contracts receive the second week at the end of the first year. These salaried employees also receive a third week after 20 years, having been granted this in part at the end of the 10th and the 15th year.

Another point of difference between the early cigar makers' contracts and present day agreements in the tobacco industry is that the latter regularly make provision for seniority rights. In the agreements studied the majority of contracts grant seniority rights on a company-wide basis. Seniority recognition applies to layoffs, re-hirements and promotion. The remainder of the contracts are not specific in the provisions respecting the 700 workers affected. In 3 establishments employing 2,000 workers special seniority rights are granted for union stewards and officials and to handicapped and disabled persons.

Under the tobacco agreements today almost all the workers are covered by a union shop providing that new employees must join the union and remain in good standing. Less than 500 workers are not required to meet a membership provision. In conjunction with the union membership provisions some two-thirds of the workers under contract are given the opportunity of paying their dues through a check-off. With the exception of less than 150 workers the check-off authorization is irrevocable.

Each of the agreements discussed in this article covers the workers in a single tobacco plant; together they affect over eighty per cent of the workers in the industry. In all cases the agreements are of one year's duration with provision for the bargaining of a new agreement or the continuance of the existing one. In addition grievance procedures are included for the settlement of disputes arising within the term of the contracts.

FEDERAL-PROVINCIAL FARM LABOUR CONFERENCE, 1950

Federal, provincial and United States Government officials were generally agreed that a shortage of farm labour in Canada and the United States is probable in 1951. The delegates were in favour of continuing the Farm Labour Program, subject to approval by their respective provincial governments.

The Eighth Annual Federal-Provincial Farm Labour Conference was held in the Board Room of the Department of Labour, Ottawa, on November 27 and 28, 1950. Mr. W. W. Dawson, Director, Special Services Branch of the Department of Labour, presided.

The conference was attended by Directors of Farm Labour and other officials from all provinces except Newfoundland, officials of the National Employment Service, the Federal Department of Labour, and other interested Federal departments. Also in attendance were representatives of the International Refugee Organization, the United Kingdom High Commissioner's office, the United States Embassy and the U.S. Bureau of Employment Security.

Items on the agenda included:—

- (1) Presentation of reports by the Provincial Directors of Farm Labour and Regional Employment officials on activities of the past year;
- (2) Consideration of continuance of the Federal-Provincial Farm Labour Agreements and program for 1951;
- (3) Prospective requirements for farm labour in 1951, and possible sources of supply.

Welcoming Address by Hon. Milton F. Gregg

The Minister of Labour first paid tribute to his predecessor in office, the late Humphrey Mitchell. He then congratulated the Federal and provincial officials on having worked out a technique to meet many of the problems arising in connection with farm labour. Started as a war effort, the Federal-Provincial Farm Labour Program operated so well that it has been continued into the post-war years, Mr. Gregg said.

He expressed the thought that the Farm Labour Program, with its experience in meeting the need for mobility of labour, might provide valuable background for the future. "In the light of uncertainties of the immediate future, I would feel that

there is a growing need for the type of effort you are carrying out."

At the request of the chairman, Dr. W. F. Darke, Agricultural Adviser to the U.K. High Commissioner, gave a brief outline of the farm labour situation in Great Britain.

Provincial Directors' Reports

The chairman reviewed the past year's activities. Comparing the present employment situation with that of a year ago, when there was a seemingly adequate supply of labour, he expressed the opinion that farm labour requirements in 1951 would be more difficult to meet than they were in 1950. With increasing industrial employment and the steady migration of young people from the farms to urban centres, the outlook for farm labour in 1951 is not promising, he said, and the conference provided an opportunity for making plans which could be implemented if farm labour shortages should arise. The chairman then called upon the Provincial Directors of the Farm Labour Program and the Regional Employment officials for their reports.

Throughout the reports a number of problems appeared more or less common to all provinces. Among these were: (1) questions involved in bringing in displaced persons for farm employment; (2) maintaining a better ethnical balance by securing more immigrants from the British Isles; (3) accommodation for married workers and their families; (4) winter housing; (5) selection of farm workers; (6) finding new sources of help when the present ones are exhausted.

Prince Edward Island.—Mr. W. R. Shaw, Deputy Minister of Agriculture for the Province, reported that, apart from some slight shortages at certain periods during the summer season of 1950, no great difficulty had been experienced in meeting farm labour requirements. The largest demand from the farmers, he said, continues to be for single men because of the limited accommodation for married couples.

The main movement, as in previous years, was for assistance in harvesting the potato crop. A total of 677 potato pickers moved in from Nova Scotia and New Brunswick and, on the whole, gave favourable service. Including local workers, 1,200 placements for potato pickers were made through the Summerside and Charlottetown Employment Offices.

A new plan was initiated, Mr. Shaw reported, whereby on completion of the harvest, potato pickers who had given satisfactory service were provided with return transportation. The plan proved satisfactory.

Nova Scotia.—Mr. S. E. Lewis, of the Nova Scotia Land Settlement Board, reported that the supply of farm labour in 1950 had been almost adequate.

With prospects of a good apple crop but a discouraging marketing outlook, it was felt at the beginning of the season that a percentage of the crop would remain on the trees and that the demand for pickers would not be heavy, he said. As the season advanced, however, the outlook brightened and the demand for pickers increased. Final returns were not available but preliminary figures indicated that transportation had been paid on about 150 workers. A much greater number found their own way to and from the apple harvesting areas.

The flow of displaced persons for farm labour into the Province had practically ceased, Mr. Lewis said.

In co-operation with the Settlement Service of the Department of Citizenship and Immigration, 54 Dutch male immigrants, 22 of whom were married and had families, had entered the Province during the year and been placed as farm labourers.

New Brunswick.—Mr. E. M. Taylor, Provincial Director of Farm Labour, reported that during the first four months of 1950 the farm labour situation was generally favourable, and it was not until the movement of a small group of farm workers to Ontario for haymaking took place that a shortage of workers for farm operations in New Brunswick was felt. The gap for haymaking, he said, was fortunately filled by displaced persons.

Wet weather delayed the grain harvest so that it ran into the potato harvesting season. Anticipating a repetition of the 1949 free movement of workers to the potato area, the movement of 700 potato pickers to the State of Maine, under international agreement, was agreed to, Mr. Taylor said, but a further request brought the number up to 1,000. When a shortage

was apparent a publicity campaign had to be instituted to recruit workers, and finally a transportation policy was adopted to assist in procuring the necessary workers.

The Province was currently experiencing a shortage of farm labour. The potato farmers, who have been consistent employers of labour, paying competitive wages, Mr. Taylor stated, "are in the depths of a depressed market for potatoes and are financially depressed." Owing to the migration in numbers of young men from the potato growing area, and with woods operations at a high level and likely to continue so, together with the doubtful ability of farmers to pay competitive wages, present indications are that there will be a shortage of farm labour in 1951.

Quebec.—Reporting on the 1950 situation in Quebec, Mr. Alex. J. Rioux, Director of the Farm Labour Supply Bureau, said crop yields had exceeded anticipation, and the joint efforts of the Bureau and the National Employment Service were required to meet the pressing need for farm workers.

Two groups of Italian immigrants, totalling 400, were made available, and the farmers with whom they were placed expressed satisfaction with their services. Pending the arrival of these workers, the most essential requirements were met by displaced persons—32 single men and 5 married couples. Ten workers from Newfoundland were also placed on farms, but did not remain, leaving for industrial centres in Ontario.

With the bringing in of 41 tobacco curers into the Joliette area from the United States, the requirements of the tobacco growers were met.

Farmers growing five acres or more of sugar beets were again supplied with the necessary help for thinning and pulling, most of whom were recruited from the Beauce area.

Arrangements were made for about 100 Quebec students to go to Ontario to help with the fruit-picking. This, Mr. Rioux said, "provided them with new opportunities for a better acquaintance with things going on elsewhere, and also helped them to improve their English conversation."

Owing to various circumstances, notably the railroad strike, the Province was unable to meet in full the demands of the Western Provinces for harvesters. Workers included in the first movement, he said, were selected with care, and proved satisfactory, but the urgency of the situation did not permit as careful selection with the final group. A total of 1,182 harvesters were moved to the West.

Ontario.—In the absence through illness of Mr. R. S. Duncan, the Provincial Director of Farm Labour Services, Mr. W. Davison presented the report for Ontario.

Mr. Davison referred to the feeling of uncertainty which prevailed in the early part of 1950 due to the curtailment of United Kingdom contracts for farm products, and the difficulty in consequence of determining farm labour requirements. Farmers were planning on employing less help and it was anticipated that the demand for seasonal workers would be higher than usual. It turned out that Ontario had a bumper harvest and the demand for farm labour was so high that over 600 displaced persons were placed during the months of August and September in year-round agricultural employment. On the whole, he said, labour requirements had been met.

The employment of displaced persons on Ontario farms continued to be an important factor in meeting farm labour requirements, in spite of certain difficulties. The number, however, remaining in agriculture has been disappointingly small, it was noted. In addition to 680 single workers placed on farms in the spring and early summer, 652 unattached workers were placed during August and September. During the year, 128 farm couples and 68 families were placed. Only 19 single domestics and three married women with dependent children were placed on farms.

An innovation, Mr. Davison reported, was the movement in May of a group of 10 men from Newfoundland into the Ottawa area. The experiment proved sufficiently satisfactory to justify movement on a larger scale, and in July 311 men were moved to various points in Ontario. The report on these workers was, in general, favourable, but it was thought that there was room for improvement in screening the men.

A minimum of 1,000 harvest helpers had been requisitioned from the Prairies, he said, but only 480 were received. To supplement this number, 649 workers were recruited in the Maritimes; 132, however, did not remain on the farms long enough to satisfy their employers, some leaving immediately after placement.

Referring to Dutch immigrants, most of them are *bona fide* farmers, it was stated, and for that reason should be a source of satisfactory farm help. It was indicated, however, that about one-third of the families who reached Canada during the past year have either purchased farms of their own or are in process of doing so, or have taken up farms on a share or

rental basis, and may themselves be in need of farm labour.

It was reported that owing to the late harvest in Ontario and the nation-wide railway strike, difficulty was experienced in filling the demands for workers to go to the Prairies to assist with the grain harvesting. A total of 1,060 harvesters were dispatched.

Requests for sugar beet workers were again received and arrangements were made for the placement of 125 displaced persons in camps at Chatham, Wallaceburg and Glencoe. These workers proved sufficiently satisfactory that 225 have been requested for the 1951 season.

The annual movement of tobacco curers and primers from the United States was again carried out.

Camps for student workers were again operated under the general supervision of the Ontario Farm Service Force, by Farm Labour Co-operatives and a number of the larger private growers. A total of 950 girls and 350 boys, recruited throughout the Province, were housed in 12 co-operatively-operated girls' camps and 2 boys' camps, and in 7 privately-operated girls' camps and 3 boys' camps. In addition, 93 students from Quebec were placed in the camps.

Manitoba.—Mr. H. R. Richardson, Director of Farm Help for Manitoba, reported that an exceptionally late and backward spring, coupled with a considerable loss of planted acreage in the flood area in the Red River Valley, resulted in a reduced demand for labour for spring operations. In spite of natural drawbacks, however, there was a heavy grain crop and it became increasingly difficult to satisfy local demands. For the first time in many years, Manitoba received help from points in Saskatchewan and Alberta as harvesting in those areas was completed. Harvesting was, in the main, completed by the end of October.

Comparatively few harvesters went west from Manitoba. The first movement under the Harvest Special Tariff took place before the earliest ripening of grain, when 300 excursionists were sent to Saskatchewan and Alberta. A request for helpers for haymaking in Ontario could receive only limited response.

A record crop of sugar beets was harvested. Labour was supplemented by the arrival of around 130 persons in family groups, and 75 single men, from displaced persons camps in Europe. At the commencement of the lifting season two further groups of single men, about 100 all told, were secured through the facilities of the Federal Department of Labour.

Winter employment had been found for the workers immediately following the completion of the beet harvest.

The North Dakota Potato Growers' Association requested helpers to harvest the potato crop, and a movement of potato pickers to North Dakota in September was approved through the proper international channels. By agreement, recruiting was carried out by U.S. Employment Service Officials, and transportation arrangements were undertaken by the Association.

Saskatchewan.—Mr. J. L. Hutchison, Assistant Director of Agricultural Representatives for Saskatchewan, reported that the Province had experienced a disappointing harvest season.

The early favourable crop prospects resulted in a summer shortage of farm labour and forestalled any intensive campaign for recruiting harvest workers locally. The late spring rains delayed harvesting several days, in those districts which are normally cleared up before some of the eastern and northern areas get started. Under the harvest excursion movement, 665 workers were brought in, and it is estimated that an additional 893 came in without the assistance of excursion rates. A total of 4,073 placements were recorded. Fortunately, over 300 excursionists arrived previous to the railway strike, and this early movement took care of urgent demands until the termination of the strike.

Efforts to obtain workers for the Ontario haying were hampered by a number of factors, and a vigorous publicity campaign resulted in only 222 workers being dispatched.

Twenty-five Indians were recruited from the Broadview Agency for spring sugar beet work in Manitoba and, for the fourth season, treaty Indians were recruited for beet harvest work in Montana. The number moved totalled 400.

The demand for displaced persons has been considerably reduced, Mr. Hutchison reported, and it is almost impossible to place families through the ordinary employment channels.

Mr. Hutchison referred to the effect of mechanization on farm operations in Saskatchewan. Experienced truck, tractor and combine operators, he said, are more in demand than stookers, pitchers and teamsters. "The proportions may be 75:25. The day of the big threshing crew is over. There is no place now for groups of workers who wish to stay together. The usual order is for one man, very seldom for two or three."

Alberta.—The Province experienced in 1950 one of the most "bewildering" seasons

in its agricultural history, Mr. F. H. Newcombe, Director of Farm Labour for Alberta, reported, and, with the railway strike, created a difficult problem in the placement of farm labour.

Due in part to weather conditions and crop prospects, the demand for general farm help was easier than in previous seasons. Placements of general farm help amounted to 769—almost 100 less than in 1949.

The employment of displaced persons was mainly restricted to sugar beet workers; 675 were employed on this work. The problem of housing of beet workers was again under criticism, Mr. Newcombe said. The grower feels that it is unreasonable to require him to house after the close of the season workers who have no intention of remaining on the farm, or even in beet work.

The railway strike, occurring as it did in the initial stages of the movement of Prairie farm workers, affected the supply, and it was not until heavy rains generally interrupted harvest operations that recovery was made. A total of 738 came into the Province under the movement.

Difficulty was experienced in recruiting workers for Eastern Canada as early and in as great numbers as required.

A number of Dutch immigrants settled in the Province, several of whom were placed in agricultural employment. As in previous years, some church-sponsored immigrant families and single persons were brought in.

British Columbia.—Mr. Wm. MacGillivray, Director, Agricultural Development and Extension for British Columbia, reported that an extremely cold winter had caused severe damage to fruit crops, especially in the stone fruit areas of the Interior. In contrast, the area south of Kelowna to the United States boundary experienced the heaviest apple crop in its history. The situation which developed made it extremely difficult to estimate the demand for orchard labour, and estimates had constantly to be revised. From the middle of August until the end of October, the Farm Labour service experienced what was probably the most difficult season since its inception.

The publicity which the winter damage to crops received had the effect of deterring helpers who normally move each year from other parts of British Columbia and other provinces to the Okanagan, and local persons depending upon the fruit industry for summer and autumn employment sought work elsewhere. At the same time, shortages of able-bodied men were occurring

in construction work, logging camps and sawmills. Only by continuous advertising and by exploring every source of labour supply was it possible to meet the situation that developed.

During the past seven years, Mr. MacGillivray said, there has been a marked improvement in the accommodation provided for orchard workers in the Okanagan, and for berry pickers in the Fraser valley. While the situation is not easy of solution, he said, there must be still further improvement if the best class of worker is to be attracted and retained.

Fewer placements of farm and ranch workers in 1950 is attributed in part to the number of Dutch immigrants who have been established on many of the dairy farms and who have remained, giving very satisfactory service.

The number of displaced persons or families moving to farms in 1950 was not great. With some outstanding exceptions, this type of labour has not generally "given too much satisfaction," it was reported.

United States.—Mr. D. W. Fessenden, of the Bureau of Employment Security, Washington, D.C., described a parallel situation existing in the United States. He anticipated that with the increased industrial activity there will be a considerable shifting of agricultural workers into industry which means, as far as agricultural labour demands are concerned next spring, looking to extraordinary measures to meet these requirements.

Federal-Provincial Agreements and Program for 1951

The advisability of renewing the Federal-Provincial Farm Labour Agreements for 1951-52 was discussed, and their renewal was recommended.

The chairman stated that an inter-departmental committee on farm labour had estimated that from 15,000 to 20,000 farm workers would be required to meet farm labour demands in 1951. While some of these workers can be obtained in Canada, he said, it will also be necessary to recruit workers in other countries. He stated that a number of displaced persons can be made available, and immigrants will be brought in from Holland, Italy, Denmark and other European countries.

Questioned as to the possibility of procuring farm workers from the United Kingdom, Dr. Darke, Agricultural Adviser to the U.K. High Commissioner, said that while a small number might emigrate from the United Kingdom to Canada, Canadian farms could not expect to have their requirements met from this source.

It was the consensus of opinion that about 3,000 displaced persons would be required in 1951, in addition to those brought in for sugar beet employment.

The Chairman pointed out that in recent years it had been possible to have displaced persons brought to Canada under an arrangement whereby ocean transportation was supplied by the International Refugee Organization. The International Refugee Organization, however, would cease its operations in October next, and the flow of displaced persons to this country would come to an end at that time. He said that while it may be possible to obtain immigrant farm workers from other sources, it would be necessary to develop some method whereby transportation difficulties could be overcome.

Mr. H. Allard, of the International Refugee Organization, stated that if displaced persons are likely to be required in 1951, the Organization should be advised as soon as possible of the number likely to be required so that selection might be proceeded with immediately. A number of displaced persons, he explained, are not living in camps but are employed with German farmers. In order that these people may be interviewed and processed for movement to Canada next Spring, and to ensure that only the best types of workers are sent forward, the IRO and Canadian selection officers should be given as much time as possible in which to complete the job of selection.

In regard to interprovincial movements of labour, the chairman recommended that the provinces first explore the possibility of securing workers within provincial boundaries before requesting interprovincial movements, and that wherever possible the cost of intraprovincial transportation should be borne by the workers themselves. The delegates were promised that in future interprovincial movements greater care would be exercised in the selection of workers. At the same time, it was suggested that the provinces should be specific in stating their requirements.

A continuation of international movements of workers was favoured.

Some Aspects of Recent Manpower Developments

Before the close of the convention Dr. G. V. Haythorne, Director, Economics and Research, Department of Labour, and Dr. J. F. Booth, of the Department of Agriculture, outlined some of the factors contributing to the high level of economy, and surveyed the present employment situation and probable future requirements and sources of manpower supply.

International Labour Organization

ILO PETROLEUM COMMITTEE STUDIES HOUSING, HEALTH AND EDUCATION

Housing and social services in the world petroleum industry were the major subjects dealt with by the ILO Petroleum Committee at its third session. The Committee approved minimum housing standards for oil workers. It also recommended the provision of medical services, with particular reference to the problems of remote areas. It urged the development of educational opportunities for the children of oil workers, and the encouragement of adult education in areas where illiteracy persists.

The Petroleum Industries Committee of the International Labour Organization held its Third Session at Geneva, Switzerland, from October 24 to November 3, 1950, and after discussion approved a series of resolutions concerning problems of the Petroleum Industry. This Committee is one of the eight ILO Industrial Committees at whose sessions representatives of workers, employers and governments from the industrial nations concerned meet every two years to consider current developments and problems, and to plan goals for improvement of their industries.

Organization of the Committee

At this Session, 72 delegates, 4 substitutes and 34 advisers, a total of 110 representatives from 14 countries, met under the chairmanship of Mr. E. R. Stafforini, Government member from the Argentine. The Committee elected as Vice-Chairman Mr. G. T. Sinn of the United States, representing the Workers' group, and Mr. J. Mejia of Colombia, representing the Employers' group.

The 14 countries represented at the meeting were: the Argentine Republic, Burma, Canada, Colombia, Egypt, France, Iran, Iraq, Mexico, the Netherlands, Peru, the United Kingdom, the United States of America and Venezuela. Observers were present from the United Nations, the World Health Organization, the United Nations Educational, Scientific and Cultural Organization, the International Confederation of Free Trade Unions, the International Federation of Christian Factory and Transport Workers, and the Governments of Brazil and Indonesia.

The Canadian delegation consisted of:—

Government Delegates.—Mr. C. T. Richard, M.P., Bathurst, N.B.; Mr. R. H. Hooper, Industrial Relations Officer, Department of Labour, Winnipeg, Manitoba.

Employers' Delegates.—Mr. W. Yalden-Thomson, Labour Relations and Research Division, Imperial Oil Limited, Toronto, Ontario; Mr. A. G. Cockrill, Manager, Anglo-Canadian Oil Company, Brandon, Manitoba.

Workers' Delegates.—Mr. Gordon Fisher, Oil Workers' International Union (CCL), Lakeview, Ontario; Mr. Marcel Francq, Canadian Representative, International Chemical Workers' Union (AFL), Montreal, P.Q.

Agenda

The agenda for the Third Session of the Committee, as determined by the Governing Body of the ILO, covered the following items, on which reports had been prepared by the International Labour Office:—

1. General Report, dealing particularly with:
 - (a) Action taken in the various countries in the light of the conclusions of the Second Session;
 - (b) Steps taken by the Office to follow up the studies and enquiries proposed by the Committee;
 - (c) Recent events and developments in the industry.
2. Social conditions in the petroleum industry, with special reference to housing and social services. Under the heading of social services the report on social conditions covers such questions as medical services, education, shopping facilities, sports and recreation, and transport services.

Procedure

In opening the first plenary sitting, the Secretary-General, Mr. Luis Alvarado, Assistant Director-General of the ILO, welcomed the delegates and pointed out that two new oil-producing countries, Argentina and Burma, had joined the Committee since the previous session. He also outlined the work of the International Labour Office with regard to the Petroleum Industry since the last session of the Committee in 1948.

Mr. Stafforini, the Chairman, outlined past achievements of the Committee and the necessity of supporting ILO programs in the fields of manpower and productivity. Messrs. Shaw and Ibanez, representing the Employers' and Workers' groups of the Governing Body respectively, also welcomed the delegates and expressed hopes for a most successful meeting.

At the second plenary sitting, Mr. Yalden-Thomson of Canada, who had been elected Chairman of the Employers' group summarized the progress of the world petroleum industry and its prospects for the future, in opening discussion on the General Report. He was followed by Mr. Riley, United States Government delegate, and Mr. Nicholas, United Kingdom Workers' delegate. In the course of the discussion, it was pointed out that only the United Kingdom and Canada had answered fully the questionnaires sent out by the Office in preparation for this Session of the Committee, and it was decided subsequently to ask the Governing Body to reconsider the steps needed to ensure that information from member nations was made available in good time for future sessions.

At the third plenary sitting, the Committee adopted the recommendation of the Steering Committee to set up three Subcommittees on Housing, Health Services and Education. While these Subcommittees were considering these subjects (see below), the plenary sitting proceeded with consideration of the General Report on action taken in the light of resolutions of previous sessions, and recent developments in the petroleum industry.

Delegates representing the employers, workers and governments of various members presented information on the industry in their own countries. This was followed by a general discussion on social conditions in the Petroleum Industry.

Oil Industry in Iran

At the eighth plenary sitting the delegates began consideration of a report prepared by the Mission sent by the

Governing Body of the ILO to Iran early in 1950 at the invitation of the Iranian Government. This resulted from an attack made by an Iranian Workers' delegate at the Second Session of the Petroleum Committee in 1948 upon the position of workers in the service of the Anglo-Iranian Oil Company. The Report prepared by the Mission contained an objective picture of social conditions among Iranian oil workers, together with certain recommendations for the consideration of the Iranian Government.

It reported that, in general, relations between the company and the workers, though not completely harmonious, appeared to be "developing on the right lines." Working conditions, it said, appeared to be generally acceptable to the workers. On the other hand, it found that oil workers working for contractors were "not so well protected as the company's employees, principally because the legal provisions are not so strictly applied."

It listed 26 subjects which it said "might well receive further attention" from the Iranian Government, the Anglo-Iranian Oil Company, and the oil workers. These subjects included: the acceleration of the company's housing program, organization of co-operative societies among the workers, extension of the company's medical services, provision of a larger number of schools, promotion of trade union unity among the oil workers, assistance to oil workers' unions by the unions in other countries, strengthening of the Iranian Ministry of Labour, and improvements in the Labour Law.

Mr. Hooper, a Canadian Government delegate, suggested that the Iranian Government and Employers' delegates should be given an opportunity, during discussion of the Report, to speak on the charges of the Iranian Workers' delegate at the last Session, and that the Iranian Workers' delegates should have an opportunity to present their case in the light of the findings in the Report. This course of action was followed at the sittings.

Out of the discussion on conditions in the Iranian Petroleum Industry came an offer by the Iranian Employers' delegates, after consultation with British and Iranian Workers' delegates, to finance the trip of a group of representative Iranian oil workers to Britain, in order that they might study British trade union principles at first hand. The British Workers' delegates gave assurances that the British labour movement would look after the Iranian workers while in Britain, in the interests of promoting trade union unity in Iran.

Housing

The Subcommittee on Housing elected as one Vice-Chairman, Mr. Gordon Fisher, Workers' delegate from Canada. The Sub-committee had before it for consideration Chapter 2, Report II: "Social Conditions in the Petroleum Industry," and the members exchanged information on the housing conditions in the Petroleum Industry of their respective countries. Mr. Yalden-Thomson, Employers' member for Canada, said that in Canada it was not considered that the employers had responsibilities for their workers when they were away from the plant. Public authorities laid down standards for houses, but the individual was free to choose where he lived, he said.

Six draft resolutions were put before the Subcommittee, and a Drafting Committee prepared a resolution taking into account these draft proposals. Mr. Fisher, Workers' member for Canada, was also elected to the Drafting Committee. The conclusions reached by the Committee were incorporated in a Report which was adopted unanimously, and in a resolution adopted by 67 votes to nil, with one abstention.

The resolution dealt with the following matters:—

Minimum Housing Standards.—The resolution urged that the minimum standards which should be applied for the permanent housing of petroleum workers in an area—to ensure a reasonable level of decency, hygiene and comfort—should be subject to approval by the public authorities in the light of their general housing policy and of the local conditions. Any suggestions made by workers or employers should be taken into account. The points suitable for consideration according to the local circumstances included the following: (a) the most suitable kind of construction material to be used; (b) the suitability of the layout of the housing units for the climatic conditions; (c) protection against disease-carrying insects; (d) minimum size of accommodation, its ventilation and the layout of the ground space; (e) the provision of drinking water, basic cooking installations, washing facilities and sanitation, including communal arrangements in any of these matters; (f) the provision of lighting, preferably by electricity.

Rental and Service Charges.—The same resolution also pointed out that having regard to the practice and customs in other permanent settlements in the community, and in order to avoid differentiating the petroleum workers from other members of the community in the matter of housing, a rental for housing and a charge for such

services as lighting should be payable, unless it was provided by law, collective agreement or otherwise that the workers should pay no rent.

Housing Developments.—The same resolution stated that where petroleum workers have been provided with permanent housing apart from the rest of the community, the employers and public authorities, in so far as local circumstances permitted, should consult as to any steps that might be feasible and appropriate to bring about the eventual integration of the petroleum workers with the surrounding or adjacent community. In future cases where an employer establishes an oilfield or a refinery, and finds it necessary to undertake permanent housing developments for his regular workers in connection therewith, consideration should be given, in consultation between the employer and the public authorities, to the means whereby the siting and servicing of such housing can best contribute, through co-operative efforts on the part of the public authorities, the employer and other private interests, to the development of the local community. Thus the petroleum workers shall not be separated from the rest of the community but shall be integrated in it so that the whole community will enjoy the same privileges and responsibilities.

Implementation.—The resolution also stated that in so far as the housing of petroleum workers engaged in established production or refining operations was not covered by legislation or concession agreements, or was not dealt with adequately in practice in any other way, it was agreed by the Governments, employers and workers that the problem required the co-operation of Governments, employers and workers in making every effort (each in so far as he or they may be able) to ensure that housing was made available for petroleum workers as expeditiously as circumstances might permit. One of the preliminary steps in this matter might be to make surveys to ascertain the need for housing of petroleum workers.

Health Services

The Subcommittee had a general exchange of views on Health Services in the Petroleum Industry and discussed two draft statements submitted by members. Mr. Hooper, a Government member from Canada, was elected to the Drafting Committee which drew up three resolutions, concerning Occupational Diseases, Preventive Medicine and Health Services, all of which were adopted unanimously:—

Occupational Diseases.—The resolution concerning occupational diseases urged the

Governing Body of the ILO to instruct the Office (a) to obtain—in collaboration, where appropriate, with other competent bodies—the information necessary for a study of occupational diseases in the petroleum industry and (b) to report to Governments as soon as possible the results of this study.

Preventive Medicine.—The resolution concerning preventive medicine invited the Governing Body to suggest to the Governments of States concerned, and through them to their health services, to private or public health or research institutions there operating, and to the petroleum companies operating in the country, that close and continuing consultation and effective co-operation be practised between them at all levels for the study, localization, prevention and combating of regionally prevalent diseases and the improvement of public health conditions in every practicable manner.

Health Services.—The resolution concerning health services recommended that medical services for workers and the whole of the community should be provided by public authorities or other agencies and the petroleum companies, to an extent determined by common agreement between them. Such services should be organized in such a way as to be adequate and in proportion to the number of beneficiaries. The resolution also urged that hospitals, clinics or dispensaries be set up in remote petroleum centres, if the size of the centre should warrant it; the services should be maintained by competent and adequate personnel. The resolution further pointed out that the equipment of consulting rooms should be such as to safeguard the private character of medical examinations.

Education

This Subcommittee began its work by discussing the general problems of education of oil workers and of the children of oil workers. It was generally agreed that, where the oil industry is located in communities with organized public services, oil workers' children have access to community educational facilities. On the other hand, where the oil industry is located in remote or unsettled areas, the problem of organizing school facilities is sometimes most acute, and the oil companies in such case should co-operate with governments to provide school services.

The conclusions reached by the Subcommittee were incorporated in a report, a memorandum on education and a reso-

lution concerning general basic education, all of which were unanimously adopted:—

Elementary and Secondary Education.—The memorandum recommended that elementary education be made available to the children of the workers. It also recommended that facilities for secondary education be made available so that the children capable of benefiting by such facilities should not be obliged to leave the area to obtain them. It would be advisable for the responsible parties to keep this problem prominently before them with a view to the provision of the necessary facilities in all areas in which the need arises.

School Premises.—The memorandum also urged that when permanent school premises are provided, they should be designed to accommodate children in the numbers compatible with the requirements of adequate education, and in planning the premises due regard should be given to good lighting, heating, ventilation and sanitary facilities. The schools should wherever possible be sited in the neighbourhood of a plot of land suitable for development as a playground for the children. The question as to whether separate classrooms should be provided for boys and girls should be decided in the light of local custom.

School Equipment.—Appropriate school equipment should be provided, and suitable text books made available in adequate quantities for all pupils.

Adult Education.—In order to provide more adult education facilities by organizing evening classes and other courses, the petroleum companies, especially in areas where there is a high degree of illiteracy, are encouraged to collaborate with other responsible parties in the prosecution of such aims, it being recognized that the elimination of illiteracy will enable the petroleum workers to qualify the better to serve their own interests and those of the community, as well as the interests of the petroleum companies.

Nutrition in Schools.—The fact being recognized that attendance at school provides a valuable opportunity to supplement the diet of children, where this is needed to ensure their growth into healthy adults, it is recommended that petroleum workers' children should be provided in the schools with such elements of supplementary diet as are considered necessary.

School Health Services.—To the extent that health services exist in the area, a school health service should be provided

for the children of the petroleum workers, it being recognized that this will contribute greatly to the building up of a healthy community.

Teaching Personnel.—In areas where oil operations have become established and show signs of steady growth, the Government of the country should be invited to give attention to the needs for teaching personnel for the schools which will grow up therein and to make due provision in its teacher-training programs for these needs. The petroleum companies are urged to assist where necessary in attracting, especially to remote areas, teaching personnel for the children of petroleum workers by helping them to settle satisfactorily in their new environment, providing them where necessary and possible, with accommodation and extending to them the social amenities provided for the companies' own workers.

Scholarships.—As it is to the advantage of the individual, the community and the industry itself for gifted workers and the gifted children of workers, without discrimination as to the position of the worker, to receive a higher education, it is recommended to Governments and to the oil companies that programs (including scholarships, etc.) should be carried through with a view to the above-mentioned advantages.

Minimum Standards of Basic Education.—Having recalled resolutions concerning general basic education adopted by the Committee at its First and Second Sessions, the resolution concerning general basic education urged that if in remote or less developed areas, or in other areas, education was provided by non-governmental institutions, the State, or its agencies, must determine, supervise and control the minimum standards of basic education of the petroleum workers and their children.

Other Resolutions

Resolutions concerning the following matters were adopted unanimously by the Committee, except the resolution concerning hours of work:—

Wages in the Petroleum Industry.—This resolution invited the Governing Body of the ILO to instruct the Office to study the principles and methods used in determining wages in the petroleum industry in the various countries concerned. It also requested the Governing Body to consider the inclusion of this item on the agenda of the Fourth Session of the Petroleum Committee.

Social Problems.—This resolution invited the Governing Body of the ILO to instruct the Office to continue its studies of the social problems of the petroleum industry, with special reference to social services such as supply schemes, the transport of workers, recreation facilities, and co-operative societies. It also requested the Governing Body to consider the inclusion of these items on the agenda of the Fourth Session of the Petroleum Committee.

Relations Between the Chemical Industries Committee and the Petroleum Committee.—This resolution invited the Governing Body of the ILO to instruct the Office to convey to the Petroleum Committee any conclusions adopted by the Chemical Industries Committee on subjects of concern to both industries in order that the Petroleum Committee might have an opportunity to make its observations on them. Such observations would be forwarded to States Members in the same way as the conclusions of the Chemical Industries Committee.

Supply of Information Regarding the Petroleum Industry to the International Labour Office.—This resolution invited the Governing Body of the ILO to reconsider the steps to be taken to ensure that information needed from the several States Members should be available to the Petroleum Committee prior to each session, including information as to the extent to which action has been taken arising out of resolutions adopted by previous sessions of the Petroleum Committee.

Hours of Work.—The resolution concerning hours of work in the petroleum industry was submitted by the Workers' group and was adopted by 34 votes to 25, with 12 abstentions. This resolution, having recalled the resolution concerning hours of work adopted at the Second Session of the Committee, invited the Governing Body of the ILO to place the question of hours of work on the agenda of the Fourth Session of the Petroleum Committee and to request the Office to make a preliminary study of the problem.

Closing of the Session

The work of the Third Session of the Petroleum Committee was officially closed at the Committee's tenth plenary sitting on Friday, November 3, 1950. The Government delegate of Mexico extended, on behalf of his Government, an invitation to the Petroleum Committee to hold its Fourth Session in Mexico, two years hence.

GOVERNING BODY MEETS AT BRUSSELS

The progress of the ILO in giving technical aid to underdeveloped countries on labour questions was among the more important matters discussed at the 113th Session of the Governing Body.

The Governing Body also made arrangements for a series of future ILO meetings, reviewed the accomplishments of various of its committees, and made plans for the future work of the Organization in certain fields.

The meeting was held at Brussels from November 21 to 25. Mr. Paul Goulet, Director of the ILO Branch, Department of Labour, attended as substitute for Mr. Arthur MacNamará, Deputy Minister of Labour, the Canadian Government representative on the Governing Body. Mr. Goulet was accompanied by Mr. Norman Berlis, Department of External Affairs, who is Secretary to the Canadian Permanent Delegation in Geneva. Mr. Percy R. Bengough, President of the Trades and Labour Congress of Canada, was also present as a deputy member of the Workers' group.

Technical Assistance

In approving the report of its technical assistance committee the Governing Body reiterated the willingness of the ILO to co-operate fully in the general United Nations technical assistance program.

This program has now entered the active phase. Requests for technical assistance have been received by the ILO from a number of countries in Asia, the Near and Middle East, and Latin America. In response to these requests a number of missions have been undertaken, and plans for others have been drawn up.

ILO Committee on Trade Union Rights

The Governing Body was informed that the United Nations has transmitted to ILO Director-General David A. Morse a number of complaints from trade unions alleging the infringement of trade union rights.

The complaints concern member countries of the ILO. The number of complaints received and the countries involved were not disclosed.

It was agreed by the Governing Body that the complaints should be given preliminary examination by the officers of the Governing Body.

The complaints were transmitted by the United Nations under the procedure the

two organizations have agreed upon to govern the operations of the ILO's new Fact-Finding and Conciliation Commission on Freedom of Association (L.G., May, 1950, p. 667).

Under this procedure any complaint that is received is first examined by the officers of the Governing Body. If the officers agree that a complaint warrants circulation to the Governing Body as a whole, this is done, and it is then open to any member of the Governing Body to propose that the matter be referred to the Fact-Finding and Conciliation Commission.

Establishment of the Commission was approved by the General Conference of the ILO in June.

Human Rights

The Governing Body authorized the ILO to co-operate with the Commission on Human Rights and other UN agencies in the preparation of draft articles on economic and social rights for inclusion in the proposed UN Covenant on Human Rights.

Work of ILO Bodies

The Governing Body approved arrangements for a fifth Regional Conference of American member countries of the ILO, to be held in Colombia in 1952. The fourth American regional conference was held in Montevideo in April-May, 1949 (L.G., Dec., 1949, p. 1531).

A program of future meetings was approved (see page 181).

Other meetings, to be held later, include those of the Correspondence Committee on Hygiene, the Metal Trades Committee (fourth session), the Iron and Steel Committee (fourth session), and the Advisory Committee on Salaried Employees and Professional Workers (second session).

Tribute to Hon. Humphrey Mitchell

The death last summer of the Hon. Humphrey Mitchell, Canadian Minister of Labour, was brought to the attention of the Governing Body in an obituary notice prepared by the ILO. It was stated that the ILO owed especial gratitude to Mr. Mitchell, "not only as the President of a session of the Conference that dealt with a number of important constitutional questions, but also as a member of the Government whose hospitality the Office enjoyed when its working centre was in Montreal."

Program of ILO Meetings

Date	Meeting	Place
26 Dec.-2 Jan.	Asian Technical Conference on Co-operation Committee of Experts on Indigenous Labour (First Session)	Karachi, Pakistan
16-27 Jan.	Building, Civil Engineering and Public Works Committee (Third Session)	La Paz, Bolivia
12-23 Feb.	Governing Body and Committees (114th Session)	Geneva
26 Feb.-10 Mar.	Committee of Experts on the Application of Conventions and Recommendations	Geneva
27 Mar.-6 Apr.	Regional Conference for the Near and Middle East	Geneva
9-21 Apr.	Meeting of Experts on Payment by Results	Teheran
10-20 Apr.	Coal Mines Committee (Fourth Session)	Geneva
7-9 May	Joint Maritime Commission (16th Session)	Geneva
21-26 May	International Labour Conference (34th Session)	Geneva
6 June	Meeting of Experts on Status and Conditions of Employment of Domestic Workers	Geneva
2-6 July		Geneva

CONVENTIONS OF PROVINCIAL LABOUR ORGANIZATIONS

Resolutions asking for continuation of rent controls, price controls, improved workmen's compensation legislation and revised provincial labour codes were among those passed at recent meetings of provincial labour organizations. Summarized below are proceedings of meetings of the New Brunswick Council of Labour (CCL), the Newfoundland Federation of Labour (TLC), and the Ontario Provincial Federation of the Trades and Labour Congress of Canada.

New Brunswick Council of Labour (CCL)

The fifth annual meeting of the New Brunswick Council of Labour was held in Saint John, New Brunswick, December 1 and 2. More than fifty delegates attended the conference which was presided over by President Angus MacLeod of Saint John.

The convention delegates were welcomed to Saint John by Deputy Mayor Tripett. Other speakers and guests at the opening sessions included Hon. S. E. Mooers, New Brunswick Minister of Labour; N. D. Cochrane, Deputy Minister of Labour, Miller Dick, New Glasgow, Maritime representative of the United Steelworkers of America; Romeo Mathieu, Montreal, international representative of the United Packinghouse Workers; John Toner, Fredericton, conciliation officer of the New Brunswick Department of Labour. Several representatives of the National Employment Service also attended the meetings.

In his presidential address, Mr. MacLeod stated that the prime concern of the convention was the unemployment situation in New Brunswick. He said that the convention served as a means of bringing together representatives of all affiliated unions to discuss common problems, and to formulate some program for the solution of these problems which would be submitted to the Provincial Government. He expressed the fear that there would be increasing unemployment in the province this winter. He felt that the discontinuance by the Federal Government of all works projects not definitely connected with defence would affect New Brunswick more than any other province.

Mr. MacLeod stressed the need for new industries. He said that while the province contained only 2.8 per cent of Canada's labour force, it had 6 per cent

of the unemployed. He also said that New Brunswick had the second lowest average wage rate in the country.

Mr. MacLeod asked the convention to record its disapproval of the removal of federal rent controls, and urged a program of low-cost housing construction for the province.

He said that organized labour would have to continue its program of demanding improvements in the provincial Workmen's Compensation Act as well as in all other fields of social legislation. Of particular interest in this field were increased old age pensions the speaker said.

While he felt that progress in the social field had been slow, Mr. MacLeod said "we dare not become disheartened but as organized labour we must accept the responsibility in striving to make this province and nation a better place for this and future generations to live in."

Resolutions

The convention adopted several resolutions on matters of importance to labour in the province. Included among these were:—

Newfoundland Federation of Labour (TLC)

The fourteenth annual convention of the Newfoundland Federation of Labour was held in Grand Falls recently. Some sixty delegates representing thirty Newfoundland unions attended the convention. The opening session, which featured many guest speakers, was under the Chairmanship of Arthur Rowe, Vice-President of the Federation.

Speakers on the opening program included Hon. H. L. Pottle, Ph.D., Minister of Public Welfare, who represented the Premier of Newfoundland, Hon. Charles H. Ballam, Minister of Labour, Hon. E. S. Spencer, Minister of Public Works, and Hon. W. J. Keough, Minister of Fisheries and Co-operatives.

On the program also were Mr. Philip Gruchy, C.B.E., General Manager of the Anglo-Newfoundland Development Company, Magistrate B. J. Abbott, Mr. A. G. Duggan, M.B.E., Honorary President of the Newfoundland Federation of Labour, Mr. Baxter Morgan, M.H.A., of the Avalon Co-operative Council, and Mr. W. T. Howell, Superintendent of Town Services, who welcomed the delegation to Grand Falls.

The Convention handled a heavy agenda composed of the Officers' Reports, Reports of Standing Committees, Resolutions and Amendments to the Constitution.

A resolution asking all members of the Canadian Congress of Labour in Saint John to patronize the laundry employing union labour;

A request that the Provincial Government draw up wage schedules under the Industrial Standards Act covering the erection of structural steel in the province;

A recommendation that the Workmen's Compensation Act be amended to provide for payment for drugs and prescriptions ordered by a doctor for a workman on compensation;

A demand that representatives of the Canadian Congress of Labour be appointed to the Court of Referees of the National Employment Service;

A resolution asking that the Provincial Government be petitioned to increase the average workmen's earnings to 75 per cent, and that maximum earnings be increased from \$2,500 to \$3,000, for purposes of the Workmen's Compensation Act. This action was asked because both the provinces of Ontario and Saskatchewan had taken similar action. At present, in New Brunswick, the Act calls for only 66½ per cent of the workmen's average earnings the maximum yearly earnings being \$2,500.

The Officers' Reports, which gave a complete and concise account of the activities of the Executive Council in the Legislative, Educational and Organizing fields for the year, received the endorsement of the Convention.

The financial statement presented by Treasurer J. F. Ryan showed the Federation to be in a fair financial position and indicated that it had been necessary to economize in many respects because of the reduction in per capita tax payments resulting from the transfer of many organizations to the International set-up.

Reports of Standing Committees included those of the labour representatives J. F. Ryan and W. T. Pike, of the Court of Referees, Unemployment Insurance Commission, the Legislative Committee, and the delegates to the Trades and Labour Congress of Canada Convention and the Newfoundland Co-operative Conference.

The Legislative Committee presented a draft Apprenticeship Act which was approved by the Convention and ordered to be submitted to the Government. It is hoped that the proposed Apprenticeship Act will materially assist the Government's plans for Vocational Education in Newfoundland.

The Convention adopted twelve of fourteen proposed amendments to the Constitution. The adopted amendments dealt mainly with technical changes necessary to bring the Federation's Constitution into line with the requirements of the Trades and Labour Congress of Canada Constitution. The rejected amendments proposed reduction in affiliation fees and per capita tax from central bodies.

The Committee on Constitution and Law also submitted a resolution calling for a change in the Platform of Principles of the Trades and Labour Congress of Canada. The resolution was adopted and forwarded to Congress headquarters.

Resolutions

Twenty resolutions were considered by the delegates, nineteen of which were concurred in.

The resolutions called for concerted action on such matters as the retention of certain raw materials in the province so that they might be further processed locally before export; the elimination of two contentious sections from the Labour Relations and Trade Union Acts; clarification of the status of the Newfoundland Hotel and its employees; the completion of a highroad between Buchans and Badger; a

low-cost housing program for wage-earners; and the speedy publication of the report of the Commission of Enquiry into the Cost of Living.

The Convention unanimously endorsed resolutions opposing: the imposition of the 3 per cent sales tax; the Government's proposition to extend the time limit for construction of the Newfoundland portion of the Trans-Canada Highway and the suggestion that the road would be of a secondary nature; and the imposition of any further taxes, Federal or Provincial, on cigarettes and tobacco.

Resolutions were passed supporting: a Government grant for workers' education; the formation of co-operative credit unions within the ranks of trade unions; and a policy of buying Newfoundland union-made goods first. Immediate Government action was asked to offset the probable disruption of the community of Bishop's Falls by the impending shutdown of the pulp mill there in 1953.

The following Officers were elected for the ensuing year. President, W. Frank Chafe; First Vice-President, Norman Munn; Second Vice-President, Arthur Rowe; Third Vice-President, Baxter Fudge; Fourth Vice-President, Violet M. Pynn; Secretary, W. J. May; and Treasurer, C. W. Strong.

Ontario Provincial Federation of the Trades and Labour Congress of Canada

The fifth annual convention of the Ontario Provincial Federation of the Trades and Labour Congress of Canada was held in Toronto from January 12 to 14. Over 365 delegates representing 147 organizations took part in the three-day deliberations. The Credentials committee refused to seat three delegates who, following investigation, were believed to have communist leanings. The delegates dealt with over 100 resolutions on a wide variety of subjects of interest to the Federation, particularly in the field of provincial labour legislation.

Among the speakers who addressed the convention were the Hon. Leslie Frost, Premier of Ontario; Robert H. Saunders, Chairman of the Ontario Hydro Commission; C. J. Cameron, of the Ontario Workmen's Compensation Board; George V. Haythorne, Director of Economics and Research, Federal Department of Labour; Gordon Milling, Executive Secretary, Joint Labour Committee to Combat Racial Intolerance; Gordon G. Cushing, General Secretary-Treasurer of the Trades and

Labour Congress; and W. S. Stanbury, National Commissioner of the Canadian Red Cross.

The delegates were welcomed to Toronto by William Jenoves, president of the Toronto and District Trades and Labour Council, and vice-president of the Trades and Labour Congress of Canada. In his brief remarks, Mr. Jenoves spoke of the current joint labour campaign to have price controls reimposed. He complimented the railway organizations on successful conduct of their recent dispute. Speaking on the legislative achievements of labour in the past year, Mr. Jenoves said that gains in this field had not been as spectacular as in wages and other matters, but paid tribute to the report of the Roach Commission on Workmen's Compensation. While he felt the report could have gone further, Mr. Jenoves expressed the hope that the Ontario legislature would see fit to accept the Report's recommendations.

Federation president A. F. MacArthur noted the progress made by the organization in the past year, and said that the

delegates present represented some 200,000 workers. Restating the aims of the Federation, he said that its chief goal was the protection and advancement of the economic, social and educational interests of labour.

Referring to present world conditions, and the need for a program of preparedness, Mr. MacArthur said that there were "grim days ahead particularly for labour." He said that the value of the dollar was decreasing because of inflation and that labour as the most important segment of the community must be consulted on all matters of importance in the economy.

In condemning those he described as deluded and misguided people who attempted to infiltrate the trade union movement to further the beliefs of Communism. Mr. MacArthur said he felt safe in saying that the Ontario Federation was 99 per cent free of communists. However, he warned delegates to guard against Communist infiltration at all times.

In addition to the regular Convention Committees, two special committees were established. One committee was to look into the report of the Roach Commission on Workmen's Compensation, and the other was to study the Provincial Labour Code.

Credentials Committee

The Credentials Committee refused admission to three delegates, who, in their opinion, had shown Communist leanings. The Committee reported that they had interviewed these delegates, and that the evidence presented against them was in the committee's opinion sufficient to warrant exclusion from the Convention. The Committee's recommendation received almost unanimous support from the delegates when a vote was called for.

The action of the Convention was in line with the policy of the Trades and Labour Congress of Canada as laid down at its Montreal Convention in September. In addition to barring the three delegates, the Convention amended its Constitution to bring it in line with the TLC on the matter of representation at Conventions (L.G., Nov., 1950, p. 1801). An amendment was also passed which required all nominees for office to take an oath declaring themselves to be free of any affiliation with any organization or group "which expounds or promotes or encourages any doctrine or philosophy contrary or subversive to the fundamental principles of the democratic form of government of Canada. . . ." This amendment is also patterned after a similar section of the TLC constitution.

Controls and Subsidies

There was considerable discussion by the delegates on the matter of controls and subsidies and the high cost of living. Resolutions were passed asking for maintenance by the Federal Government of its rent control regulations, and failing this a strong demand by the Federation that the Ontario Provincial Government assume control of rents.

Another resolution asked for the establishment of subsidies on essential foods, and the imposition of a 100 per cent excess profits tax.

Labour Relations

In the field of labour relations, the Convention's primary interest was in the amending of the Ontario Labour Relations Act, 1948. Several resolutions incorporated into one asked for revision of the Act to provide for:—

deletion of the revocation of certification provision;

a clear definition of company unions, and elimination of such unions from "any and all forms of certification;"

the right to apply for certification and have a vote taken when 25 per cent of the employees in the proposed bargaining unit authorize "a *bona fide* union" to do so;

a clause to state that fifty-one per cent of those voting should decide certification rather than the present clear majority;

an amendment to allow the issue of a union shop and compulsory check-off of union dues to be decided by a simple majority vote;

closer supervision of "unfair practices" during a dispute;

automatic grievance procedure to go into effect when certification is granted in order "to cover the period of early negotiation." This part of the resolution went on to state that "the form of union security secured by negotiation should remain in force until changed by mutual consent of the parties concerned."

The resolution also requested that the Ontario Labour Relations Board be given "an adequate staff of administrators" to speed up procedure and quicken application of the provisions of the Act. Another section of the resolution asked for full coverage of employees of municipal corporations, their boards and commissions, by the Act. Insertion of special provisions in the Act was also recommended for the

building trades and other groups of workers who worked "under similar fluctuating conditions."

Social Security and Health

The Convention approved several resolutions on health and social security. One asked that the Ontario Government promote the building of more convalescent hospitals and rest homes; another urged higher grants by the Province to the hospitals. A third resolution asked for establishment of more adequate facilities to handle mental cases.

The Convention called for "speedy action" by provincial authorities in establishing a satisfactory contributory scheme of health insurance in co-operation with the Federal Government.

Following the lead of the Trades and Labour Congress of Canada, at its annual convention in Montreal, the Ontario Federation adopted a resolution recommending that the Old Age Pension Act be amended to conform to the TLC requests (L.G., Nov., 1950, p. 1804). This resolution also suggested that "provision be made for a condition wherein, after twenty years' service in a particular industry, a worker is unable to continue in that industry at his regular work, then the said industry shall be required to provide an adequate pension or suitable employment for the worker until such time as he is eligible for old age pensions under the normal operation of the Act." Another resolution requested the Ontario Government to increase Mother's Allowances "by at least 25 per cent."

Workmen's Compensation

The special committee set up to study the report of the Royal Commission on Workmen's Compensation in Ontario (Roach Commission), reported favourably to the Convention. The Commission report was described as being progressive,

and generally favourable to labour's point of view. However, the Committee felt that the \$200 recommended in the Report for burial expenses was not adequate. The committee also felt that disabled workers were entitled to 100 per cent compensation based on their full earnings. At present the law provides for compensation based on 75 per cent of earnings.

The Committee said also that present provisions for the rehabilitation of injured workers were inadequate and recommended that measures be taken to increase facilities for finding suitable re-employment for these injured workers. It also registered opposition to what it called the forcing of injured workmen to take unsuitable and unsatisfactory employment following injury. The Committee strongly urged that the Ontario Legislature adopt the recommendations of the Royal Commission at its next session.

Several resolutions on Workmen's Compensation were passed following recommendation by the special committee. These resolutions closely followed the Committee's own recommendations.

Other Resolutions

Among the subjects dealt with in other resolutions were the increasing price of milk, apprentice training and the operation of the Apprenticeship Act, highways, hours of work and vacations with pay, hydro, licences, provincial resources and taxation.

Election of Officers

A. F. MacArthur was re-elected Federation President by a substantial majority over Gordon Smith of Toronto. Secretary-Treasurer Hugh J. Sedgwick was re-elected by acclamation. Vice-Presidents elected for the coming year were: H. J. Green, W. Godfrey, and George Beadle.

The 1951 Convention will be held in Hamilton.

Industrial Relations and Conciliation

The Award of the Arbitrator under The Maintenance of Railway Operation Act, made during December, assured non-operating employees of the Railways the introduction of the five-day forty-hour week on June 1, 1951, and a further wage increase of three cents per hour effective from September 1, 1950, under a two-year contract. ¶The Canada Labour Relations Board recently revoked an order of certification granted to the Canadian Seamen's Union on the grounds that this organization was not a trade union within the meaning of the Industrial Relations and Disputes Investigation Act.

Introduction

A conclusion was written during December to the protracted dispute between the major Canadian Railways and the two groups of international and national labour unions representing their non-operating employees. The dispute originally involved demands made on behalf of the employees for wage increases of seven cents in hourly rates of pay in the case of the international unions and ten cents in the case of the national organizations, together with the establishment of a five-day forty-hour work week effective September 1, 1949, instead of the generally existing work week of forty-eight hours, with no reduction in take-home pay, and with overtime to be paid for at the rate of time and one-half. Proposals made by the Railways for a ten-point revision in working Rules in order to facilitate a "fair and economical" introduction of a shorter work week were also involved.

The dispute, as has been reported in previous issues of the *LABOUR GAZETTE*, began on June 16, 1949, when the various unions served notice of their demands upon the Railways, and culminated in a nationwide strike which crippled transportation, telegraphs and ancillary services from August 22 to August 30, 1950. The strike was terminated by special legislation adopted at an emergency session of Parliament, cited as The Maintenance of Railway Operation Act. Pursuant to this statute, the Hon. R. L. Kellock, one of the Justices of the Supreme Court of Canada, was appointed on October 17, 1950, by His Excellency the Governor General in Council as Arbitrator to determine and decide all matters that had not been agreed upon in earlier negotiations between the Railways and the Unions.

The Award of Mr. Justice Kellock, which was made public on December 18, 1950,

is printed in full beginning page 194. It directed that the four-cent increase in wage rates provided for in The Maintenance of Railway Operation Act should be increased by a further three cents, the resulting seven cents to be effective as from September 1, 1950, and that the five-day forty-hour week should become effective June 1, 1951, provided that from the said date to and including August 31, 1951, straight time only should be payable to the employees up to forty-eight hours per week.

One of the provisions of The Maintenance of Railway Operation Act was that the Arbitrator should decide the matters at issue "within the limits of the proposals that he determines were made by the Railway companies and the unions in respect of that matter" at the time negotiations were terminated between them on August 26, 1950, or which were made by either party after commencement of the said Act at any time before the matter came before him and "which narrow these limits". It being necessary to determine at the outset the area in dispute between the parties, Mr. Justice Kellock declared that he found that the respective positions of the Railways and the employees on August 26, 1950 (in which no changes were made by either the companies or the unions up to the time the arbitration opened), were as follows:—

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Railway Companies

1. A 4-cent per hour wage increase to be effective September 1, 1950.
2. A 5-day, 40-hour week to begin September 1, 1951.
3. A 2-year contract to run from September 1, 1950.
4. An agreement along lines indicated by the negotiating committee (of the unions) as satisfactory to negotiate amendments in certain rules.
5. A clause dealing with payment of straight time up to 48 hours a week in the event of a national emergency.
6. Hotel and water transport workers to be covered in a separate contract for one year, to be granted an increase of 2 cents per hour effective September 1, 1950.

Unions

1. A 7-cent per hour wage increase to be effective June 1, 1950.
2. A 5-day, 40-hour week effective June 1, 1951, with a 3-months' transitional period during which straight time would be payable up to 48 hours a week.
3. Same as No. 3 opposite.
4. Same as No. 4 opposite.
5. Same as No. 5 opposite.
6. Hotel and water transport employees to be dealt with on the same basis as the other employees.

The Arbitrator also mentioned that, at the same time, there was in existence an alternative proposal on the part of the unions for a wage increase of five cents per hour retroactive to January 1, 1950, provided a cost-of-living bonus clause be made effective at once granting a one-cent per hour wage increase for each one-point rise in the cost-of-living index. The other terms of this proposal were identical with the items numbered two to six of the employees' other proposal set out above.

Mr. Justice Kellock wrote into his Award the text of certain documents upon which the parties to the dispute had agreed earlier, and which were filed with him as exhibits during the course of the arbitration. In line with these documents, the Arbitrator directed that an agreement arrived at between the parties should govern for the purpose of bringing the forty-hour week into operation. This agreement provided that a sub-committee composed of representatives from the union organizations and the Railways should prepare a master agreement setting out the principles that are to govern the revision of the individual wage agreements, and providing for a method of final disposition of any disputes that might arise in applying these principles. The agreement contained a provision that if the sub-committee was unable to agree as to any one or more of such principles, the parties would try to agree on a referee to decide such point or points. Failing mutual agreement, they would jointly request the Minister of Labour to

appoint a referee. The agreement also provided that the decision of the referee should be rendered within fifteen days of the close of his hearings; and should be final and binding subject only to the parties themselves mutually agreeing to adopt a principle other than the decision of the referee.

Another exhibit, the provisions of which the Arbitrator directed should be written into each wage agreement, related to an understanding arrived at by the parties as to the manner in which negotiations would be carried on with respect to the ten changes in Rules contained in the railways' proposals. This differed from the negotiating procedure for bringing the forty-hour week into operation in that, instead of providing for a sub-committee representing both the employers' group and the groups of associated unions to work out a master agreement, it provided for negotiations at the level of the parties to each individual collective agreement. Here again, the parties undertook that any matter arising out of such negotiations not agreed upon by the parties to the individual collective agreement, and which was necessary to be decided for the conclusion of the collective agreement subject to The Maintenance of Railway Operation Act, should be referred to a referee by the parties to such individual agreement. If the parties failed to agree on a suitable referee, they would jointly request the Minister of Labour to appoint a referee. The decision of the referee was to be final and binding on both

parties, subject only to the parties themselves mutually agreeing to adopt some other principle.

The Arbitrator's Award directed further that each individual agreement was also to contain a clause providing that in the event that the Government of Canada officially informed the companies and unions that the international situation had created emergency conditions which required extraordinary efforts on the part of all industry and all Canadians, it was agreed that the unions would waive penalties on overtime which would have been deemed to be overtime under the contracts existing at the date of the agreement.

With regard to hotel and water transport employees, the Arbitrator's Award directed that the terms of all agreements to which they were parties should be for one year from September 1, 1950. These employees were not granted any reduction in hours of work and were not included in the additional increase of three cents in the wage rates granted to the railway employees, beyond the wage increase of four cents per hour to which they were entitled under the terms of The Maintenance of Railway Operation Act.

With respect to the request for the check-off included in the original demands of the national labour unions, the Arbitrator determined as a fact that this did not remain as one of the matters in dispute on August 26, 1950. It was not, therefore, a matter to be dealt with in the arbitration proceedings under The Maintenance of Railway Operation Act.

* * *

Widespread interest was created by Reasons for Judgment issued by the Canada Labour Relations Board at its December sittings, in which the Board revoked an order of certification granted to the Canadian Seamen's Union on November 20, 1947, by the Wartime Labour Relations Board, as the bargaining agent of a unit

of unlicensed employees of Branch Lines, Limited, Sorel, Quebec.

The Judgment arose out of an application for revocation made by Branch Lines, Limited, in which it was contended, first, that the Canadian Seamen's Union no longer represented a majority of the company's unlicensed employees, and, second, in effect that the union was a Communist-dominated organization, and was not a trade union entitled to certification under the Industrial Relations and Disputes Investigation Act in view of its purposes and activities.

The Board decided that the company had not submitted evidence to support its contention that the Canadian Seamen's Union no longer represented the majority of the employees in the bargaining unit, and that the application for revocation, in so far as it was based on this ground, failed. However, relying upon a section of the Industrial Relations and Disputes Investigation Act that gives the Board authority to determine questions as to whether an organization or association is a trade union, the Board found that the Canadian Seamen's Union was not a trade union within the meaning of the Act, and revoked the previous order of certification.

The text of the Board's Reasons for Judgment is reprinted below in this section. It contains a review of the evidence upon which the Board decided that the primary purposes of the Canadian Seamen's Union were no longer the purposes of a trade union as set forth in the Act.

* * *

Year-end statistics under the Industrial Relations and Disputes Investigation Act indicated that from the inception of the Act on September 1, 1948, to December 31, 1950, a total of 200 applications for certification were received by the Canada Labour Relations Board. Of these, 102 applications were granted, while 44 were rejected and 33 were withdrawn. The remaining 21 were still under investigation.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investiga-

tion Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals,

telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations

Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of December. The Board issued two certificates designating bargaining agents, rejected one application for certification, revoked one certificate designating a bargaining agent, and ordered one representation vote. During the month the Board received ten applications for certification.

Applications for Certification Granted

1. The West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel employed in the deck, engine-room and steward's departments of deepsea dry cargo vessels of Canadian registry owned or bareboat operated by Canadian Union Line Limited, Vancouver (L.G., Nov., 1950, p. 1892).

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of news stand attendants employed on vessels of the Canadian Pacific Railway

Company (British Columbia Coast Steamship Service) (L.G., Jan., 1951, p. 55).

Application for Certification Rejected

The Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and Island Motor Transport Limited, Charlottetown, P.E.I., respondent (L.G., Oct., 1950, p. 1669). The application was rejected for the reason that, in view of the present scope of the company's operations, the Board was without jurisdiction in the matter.

Certificate Designating Bargaining Agent Revoked

The Board revoked the order of November 20, 1947 (L.G., Dec., 1947, p. 1783), certifying the Canadian Seamen's Union as the bargaining agent of unlicensed personnel employed on the ships of Branch Lines Limited, Sorel, P.Q. (See Reasons for Judgment below.)

Representation Vote Ordered

The Communication Workers of America, applicant, and the Northern Telephone Company Limited, New Liskeard, Ont., respondent (L.G., Dec., 1950, p. 2051). The Board ordered the vote following an investigation and a public hearing of the parties concerned.

Applications for Certification Received

1. Local No. 298, Building Service Employees International Union, on behalf of a unit of employees of the Canadian Pacific Railway Company (Telegraphs Division, Real Estate Department) (Investigating Officer: L. Pepin).

2. The Canadian Air Line Pilots Association, on behalf of pilots employed by Queen Charlotte Airlines Limited, Sea Island, B.C. (Investigating Officer: J. S. Gunn).

3. The Canadian Communications Association, on behalf of a unit of employees of the Canadian Overseas Telecommunication Corporation, Montreal (Investigating Officer: R. Trépanier).

4. The Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers, handling steam or other classes of motive power, employed by the Canadian National Railways (Atlantic Region, Newfoundland District) (Investigating Officer: L. Pepin).

5. The Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive firemen, locomotive firemen's

helpers, hostlers, and hostlers' helpers, handling steam or other classes of motive power, employed by the Canadian National Railways (Atlantic Region, Newfoundland District) (Investigating Officer: L. Pepin).

6. The Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by the Victoria Tug Company Limited, Victoria, B.C. (Investigating Officer: G. R. Currie).

7. The National Association of Marine Engineers of Canada, Inc., on behalf of marine engineers below the rank of chief engineer employed on vessels owned by Colonial Steamships Limited and operated by Sarnia Steamships Limited, Sarnia, Ont. (Investigating Officer: F. J. Ainsborough).

8. The National Association of Marine Engineers, Inc., on behalf of marine engineers below the rank of chief engineer employed on vessels owned and operated by Sarnia Steamships Limited, Sarnia, Ont. (Investigating Officer: F. J. Ainsborough).

9. The National Association of Marine Engineers of Canada, Inc., on behalf of marine engineers below the rank of chief engineer employed by Keystone Transport Limited, Montreal (Investigating Officer: R. Trépanier).

10. Transport Drivers, Warehousemen and Helpers' Union (Local No. 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America), on behalf of employees of J. B. Motor Express and subsidiary companies (Investigating Officer: R. Trépanier).

REASONS FOR JUDGMENT in application for revocation of certification affecting

Branch Lines Limited, with Head Office at Sorel, Que., *Applicant, and*
Canadian Seamen's Union, Respondent.

The Applicant is a company engaged in water transportation, and operates a number of ships on the St. Lawrence waterways.

The Respondent was certified on November 20, 1947, by order made by the Wartime Labour Relations Board under the Wartime Labour Relations Regulations, as the bargaining agent of a unit of employees of the Applicant described as unlicensed personnel employed upon the ships of the Applicant. The order of certification made by the Wartime Labour Relations Board as aforesaid has continuing force and effect under the Industrial Relations and Disputes Investigation Act by virtue of the provisions of section seventy-two of that Act,

The Board consisted of the Hon. Chief Justice G. B. O'Connor, Chairman, and Messrs. W. L. Best, E. R. Complin, J. A. D'Aoust, A. Deschamps, A. J. Hills, A. R. Mosher, G. Picard and H. Taylor, members. The Judgment of the Board was delivered by the Chairman.

which provides that every order, decision or determination or any other act or thing made, given or done by or on behalf of the Wartime Labour Relations Board shall in so far as the said order, decision, determination, act or thing might be made, given or done under the Industrial Relations and

Disputes Investigation Act, be deemed to have been made, given or done by the Canada Labour Relations Board. The undertaking of the Applicant upon which the employees in the unit are employed falls within the category of undertakings or businesses to which the Act applies, under the head of navigation and shipping.

The Applicant contends that the order of certification should be revoked on two grounds: firstly, on the ground that the Respondent no longer represents the majority of employees in the bargaining unit; and, secondly, in effect on the ground that the Respondent is a Communist-dominated organization, and is not a trade union entitled to certification under the Act in view of its purposes and activities.

The Act by section eleven thereof empowers the Board to revoke certification where it is satisfied that the certified bargaining agent no longer represents the majority of employees in the unit for which certification was granted.

The Act by subsection two of section sixty-one empowers the Board, if it considers it advisable so to do, to reconsider any decision or order made by it under the Act, and to vary or revoke any decision or order made by it under the Act. Subsection one of section sixty-one provides that if, in any proceeding before the Board, a question arises under the Act as to whether an organization or association is an employers' organization or a trade union, the Board shall decide the question and its decision shall be final and conclusive for all the purposes of the Act.

As the Applicant has not submitted evidence to support its contention that the Respondent no longer represents the majority of employees in the bargaining unit, the application for revocation, in so far as it is based upon this ground, fails.

It is necessary now to deal with the other issue raised in this application.

Under the provisions of the Industrial Relations and Disputes Investigation Act only an organization or association of persons which qualifies as a "trade union" within the meaning of the definition of that term in the Act may be certified under the Act as the bargaining agent of employees.

Para. (r) of section two of the Act defines a trade union to mean "any organization of employees formed for the purpose of regulating relations between employers and employees but shall not include an employer-dominated organization."

Where in any matter coming before the Board it is necessary for the Board to determine whether an organization is a trade union for the purposes of the Act, the Board ordinarily accepts the purposes

set out in the constitution of the organization as being the purposes of the organization. Nevertheless, the Board is not bound to accept the purposes as so set forth in the constitution of the organization as the purposes of the organization where it is satisfied that the organization has engaged in activities and operations which establish beyond reasonable doubt that the primary and real purposes of the organization are other than those set forth in its constitution, or are other than those alleged by the organization to be its purposes.

Regardless of what claim the Respondent may have had at an earlier date to be a trade union within the meaning of the Act, the Board is satisfied for the reasons hereinafter set out that the Respondent's primary purpose is not such as to bring the organization within the definition of "trade union" or "union" in the Act.

It is a matter of common knowledge that in the course of the strike of seamen employed on ships of Canadian shipping companies operating out of Eastern ports, declared by the Respondent in the spring of 1949, the Respondent worked actively in defiance of Canadian law to tie up a number of Canadian ships in ports in the United Kingdom, Europe, South Africa, West Indies, New Zealand and Australia, and for this purpose enlisted the support of reputed Communist groups within dock workers' organizations in the United Kingdom and in ports in other countries mentioned with a view to the withdrawal of facilities for loading and unloading the ships so tied up at these ports. The action so taken by the Respondent in the United Kingdom, resulting in a series of dock strikes in that country, is fully set out in the British Government white paper entitled "Review of the British Dock Strikes 1949" presented to Parliament by the Minister of Labour and National Service in December, 1949. In a summary contained in that report of the salient features of these occurrences, the report states that these strikes of dock workers in the United Kingdom were fomented by the Canadian Seamen's Union to support a strike of seamen employed by Canadian shipping companies on vessels operated out of Eastern Canadian ports and a tie-up of vessels upon which these seamen were employed in British ports. The report then states that this campaign in the United Kingdom was founded upon the support mainly of members of the Communist party and their sympathizers. In a Foreword to the report, the Minister said: "The evidence shows that there was throughout a cold and deliberate plan, and that

unofficial leaders were completely indifferent to the loss and suffering that might result. They had one aim only—to restore the fortunes of the Communist-dominated Canadian Seamen's Union".

The Board regards these incidents as evidence of the close association of the Respondent with foreign elements of the international Communist front in the promotion of international Communist policies and activities which are entirely foreign to the purposes of a trade union under the Act.

It is common knowledge in Canada that the Respondent is a Communist-directed organization. The political affiliation of an organization does not affect its status as a trade union. Nevertheless, the frequent transformation made by Communist elements of organizations formed for other purposes, over which they obtain control, into organizations whose real and ulterior purpose becomes the promotion of Communist objectives is well known in this country.

The Respondent was expelled from membership in the International Transport Workers' Federation at the 21st Biennial Congress of the Federation held in July, 1950. This long-established international organization comprises over 80 trade unions drawn from all five continents. The Congress record of expulsion cites that the Respondent "gave out instructions which conflict with all tradition of maritime trade union action and also with Canadian law", also characterizes the actions of the Respondent as being "contrary to all rules of trade union strategy" and recites that the decision to expel the Respondent from the International Transport Workers' Federation was taken because the Respondent had "harmed the interests of its own members and those of other affiliated unions".

The Respondent was also expelled from membership in the Trades and Labour Congress of Canada at the Convention of

that Congress held in September, 1949, after having been suspended by the Executive Committee of the Congress as from June 3, 1949. It appears from the Congress record of the Convention that these decisions were made after consideration and condemnation of the actions of the Respondent in the calling of the seamen's strike as being unnecessary, and in the events following thereon as being detrimental to trade union interests.

Expulsion from a trade union congress cannot in itself deprive a union of its status under the Act. The Board wishes it to be clearly understood that it does not base its decision on the action taken by the trade union congresses. The Board does, however, give weight to the reasons given by the trade union congresses in the expulsion of the Respondent from membership as lending weight to the conclusion that the primary purposes of the Respondent are no longer the purposes of a trade union as set forth in the Act.

For the reasons given above, the Board finds that the Respondent is not a trade union within the meaning of the Act, and therefore is not entitled to certification as a bargaining agent under the provisions of the Act.

The Board accordingly revokes the order of November 20, 1947, certifying the Respondent as the bargaining agent of employees of the Applicant consisting of unlicensed personnel employed upon the ships of the Applicant.

(Sgd.) G. B. O'CONNOR,
Chairman
for the Board.

M. PICHE, Esq., K.C.,
A. SIMARD, Esq.,
L. HUDON, Esq.,
for the Applicant.

A. MARCUS, Esq.,
H. DAVIS, Esq.,
for the Respondent.

Dated at Ottawa, December 7, 1950.

Conciliation and Other Proceedings Before the Minister of Labour

During the month of December the Minister appointed Conciliation Officers to deal with disputes between the following parties:—

1. Transport Drivers, Warehousemen and Helpers' Union, and (Local No. 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America), and Smith Transport Limited, Montreal (Conciliation Officer: L. Pepin).

2. Dawson Miners' Union (Local No. 564, International Union of Mine, Mill and Smelter Workers) and the Yukon Consolidated Gold Corporation Limited, Dawson, Y.T. (Conciliation Officer: G. R. Currie).

3. The Canadian Air Line Pilots Association and Trans-Canada Air Lines (Conciliation Officer: R. H. Hooper).

4. Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, and the Alberta Wheat Pool (Elevator Department), Vancouver (Conciliation Officer: G. R. Currie).

5. Local 342, United Packinghouse Workers of America, and Robin Hood Flour Mills Limited, Saskatoon (Conciliation Officer: R. H. Hooper).

6. The Canadian Air Line Flight Attendants Association and Trans-Canada Air Lines (Conciliation Officer: R. Trépanier).

Settlements Effected by Conciliation Officers

1. On December 20 the Minister received a report from Bernard Wilson, Conciliation Officer, indicating the settlement of matters in dispute between Local B1440, International Brotherhood of Electrical Workers, and the Chaudière Water Power Owners and Lessees (L.G., Dec., 1950, p. 2053).

2. On December 26 the Minister received a report from Liguori Pepin, Conciliation Officer, indicating the settlement of matters in dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Abitibi Coach Lines and Transportation Company Limited, Val D'Or, P.Q. (L.G., Jan., 1951, p. 55).

Conciliation Boards Appointed

1. On December 13 the Minister appointed a Board of Conciliation and Investigation to deal with matters in dispute between the Canadian Navigators' Federation and the Prescott and Ogdensburg Ferry Company Limited, Prescott, Ont. The Board was appointed following receipt of the report of Liguori Pepin, Conciliation Officer (L.G., Dec., 1950, p. 2054). Constitution of the Board had not been completed at the end of the month.

2. On December 27 the Minister appointed a Board of Conciliation and Investigation to deal with matters in dispute between Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, and the Alberta Wheat Pool (Elevator Department), Vancouver. The Board was appointed following receipt of the report of G. R. Currie, Conciliation Officer (See above). Constitution of the Board had not been completed at the end of the month.

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation appointed by the Minister on

October 19, 1950, to deal with matters in dispute between Eldorado Mining and Refining (1944) Limited, Port Hope, Ont., and Local No. 13173, District 50, United Mine Workers of America (L.G., Dec., 1950, p. 2054), was fully constituted on December 2 with the appointment of His Honour Judge W. F. Schwenger, Hamilton, Ont., as Chairman. Judge Schwenger was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. J. P. Pratt, K.C., and Herbert Orliffe, both of Toronto, who had previously been appointed on the nominations of the company and union, respectively.

2. The Board of Conciliation and Investigation appointed by the Minister on November 17, 1950, to deal with matters in dispute between Canada Coach Lines Limited, Hamilton, Ont., and Local No. 1454, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Jan., 1951, p. 56), was fully constituted on December 14 with the appointment of His Honour Judge R. S. Clark, Guelph, Ont., as Chairman. Judge Clark was appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. R. V. Hicks and A. F. MacArthur, both of Toronto, who had previously been appointed on the nominations of the company and union, respectively.

Consent to Prosecute Refused

During the month the Minister refused consent to prosecute in the matter of an application, submitted under Section 46 of the Act by the Canadian Seamen's Union, for consent to prosecute Branch Lines Limited, Sorel, P.Q., for alleged violations of certain provisions of the Act (L.G., Aug., 1950, p. 1173).

Settlement Following Board Procedure

During December advice was received that matters in dispute between the Lakehead Terminal Elevator Association, representing ten elevator companies at Fort William and Port Arthur, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, had been settled following receipt by the parties of the report of the Board of Conciliation and Investigation which dealt with the dispute (L.G., Oct., 1950, p. 1669) and following further intervention by the Department of Labour.

Award of the Honourable Mr. Justice R. L. Kellock, Arbitrator in the Matter of the Maintenance of Railway Operation Act

Pursuant to my appointment by P.C. 4994, dated October 17, 1950, I proceeded to hear this matter at the City of Montreal on the 27th, 30th and 31st days of October, and the 1st, 8th, 9th and 10th days of November, 1950, and for that purpose was attended by representatives of the railways and the organizations of the employees concerned, as set out in Appendix "A" hereto. Further material was subsequently filed on November 20, December 1 and 5, 1950.

The railways represented before me operate 92 per cent of the total railway mileage in Canada. The employees directly concerned constitute what is known as the non-operating employees, as distinct from the employees who actually operate the trains, that is, engineers, firemen, conductors, trainmen and yardmen. The non-operating employees of the Canadian National and Canadian Pacific Railways, the two largest systems, number 85,484 in the case of the former and 62,979 in the case of the latter, a total of 148,463. There are in addition 6,286 hotel employees and 2,977 water transport employees. The non-operating employees who are organized, are divided into two major groups, composed of fifteen international and two national labour unions.

The operating employees, some 31,461, have also served notices for wage increases of various amounts, as to which negotiations are in progress, and I am given to understand that any change in wages or hours of the non-operating employees inevitably influences settlement of the same matters with respect to operating employees. All of the approximately 189,000 employees of the two main systems are therefore either directly or indirectly involved. I have set out in Schedule I the wage rates of the main classifications of the first-mentioned group, and in Schedule II those of the second. Railway employees are, in addition, entitled to certain pass privileges and pensions. General statements as to the latter in the case of the two major systems are set out in Schedules III and IV.

By reason of its bearing on the questions here involved, a short history leading up to the present situation is relevant.

On the 16th of June, 1949, the various unions served upon the railways notices to treat with respect to the revision of all existing agreements, the specified matters to be negotiated being

1. An increase of seven cents in hourly rates of pay in the case of the inter-

national organizations, and ten cents in the case of the national organizations.

2. The establishment of a five-day, forty-hour work week instead of the existing forty-eight-hour week, effective September 1, 1949, the existing weekly earnings for forty-eight hours to be maintained in respect of the forty-hour week, with overtime to be paid for at the rate of time and one-half.

On receipt of this notice, the railways, under date of the 4th of July, 1949, served notice indicating their willingness to consider the matters raised, and asked on their part for changes in certain terms of the existing agreements deemed by the railways to be unduly onerous and restrictive of efficient operation. Negotiations proceeded, but as no agreement resulted, resort was first had to conciliation at the hands of officers of the Department of Labour. Subsequently two boards of conciliation under a common chairman were appointed and they reported on April 11, 1950. The railways accepted the findings of the boards, but the employees did not, and a strike took place at 6:00 a.m. of August 22, 1950. The Maintenance of Railway Operation Act was passed on August 30, 1950, and I have been given to understand that September 1st is to be taken as the day upon which the employees returned to work.

It is provided by subsection 1 of Section 5 of the statute that, failing agreement between a railway company and a union, either as to the terms of a collective agreement to which the Act applies, or as to any revision or amendment thereof, the Governor in Council shall appoint an arbitrator to decide all matters not then agreed upon between them that appear to the arbitrator necessary to be decided for conclusion of such collective agreement, including the fixing of a term during which the agreement shall operate and, subject to subsection 2, the fixing of a day or days, whether before or after the decision of the arbitrator, to which the terms of the collective agreement may be retroactive.

By subsection 3, it is provided that in deciding any "matter" under the section, the arbitrator shall decide the matter

within the limits of the proposals that he determines were made by the railway companies and the unions in respect of that matter

at the time negotiations were terminated between them on August 26, 1950, or which

were made by either after the commencement of the statute at any time before the "matter" came before him which narrow these limits.

The arbitrator, however, may not reduce the increase of four cents per hour in

Railway Companies

1. A 4-cent per hour wage increase to be effective September 1, 1950.
2. A 5-day, 40-hour week to begin September 1, 1951.
3. A 2-year contract to run from September 1, 1950.
4. An agreement along lines indicated by the negotiating committee (of the unions) as satisfactory to negotiate amendments in certain rules.
5. A clause dealing with payment of straight time up to 48 hours a week in the event of a national emergency.
6. Hotel and water transport workers to be covered in a separate contract for one year, to be granted an increase of 2 cents per hour effective September 1, 1950.

At the same time, there was in existence an alternative proposal on the part of the unions as follows:—

1. A 5-cent per hour wage increase retroactive to January 1, 1950, provided a cost-of-living bonus clause be made effective at once granting a 1-cent per hour wage increase for each one point rise in the cost-of-living index.

The other terms of this proposal were identical with items 2 to 6 of the employees' other proposal set out above.

No changes were made by either the companies or the unions up to the time the arbitration opened.

It was contended on behalf of the employees at one stage of the hearings that each of their alternative proposals was a "package" offer, to which effect must be given in toto or not at all, with the result that if the arbitrator did not ultimately adopt the seven-cent or the five-cent term, the employees would be free from their offer of a two-year contract. It was argued that in that event the arbitrator could fix a term of less but not more than two years, as the upper limit would have been established by the proposal of the railways.

This contention is obviously fallacious and excluded by the terms of the statute which fixes, at the date mentioned, the positions of the parties distributively with

existing wage rates provided for by Section 3.

It is therefore necessary to determine at the outset the area in dispute between the parties, and I find that the respective positions of the railways and the employees on August 26, 1950, were as follows:—

Unions

1. A 7-cent per hour wage increase to be effective June 1, 1950.
2. A 5-day, 40-hour week effective June 1, 1951, with a 3-months' transitional period during which straight time would be payable up to 48 hours a week.
3. Same as No. 3 opposite.
4. Same as No. 4 opposite.
5. Same as No. 5 opposite.
6. Hotel and water transport employees to be dealt with on the same basis as the other employees.

respect to each term of their respective proposals. The contention was ultimately withdrawn, and it was agreed that the duration of each contract to be settled was two years throughout.

There was some discussion also as to the content to be given to the somewhat general language employed on each side in items 4 and 5 of the proposals, but any misunderstanding between the parties as to these has now been settled. Exhibit 27 deals with item 4, and is as follows:—

In order to conclude the collective agreements to which the Maintenance of Railway Operation Act applies it will be necessary for the parties to each collective agreement to negotiate with respect to the ten changes in rules contained in the railways' proposals in an effort to reach agreement on such changes.

Therefore it is hereby agreed that:—

1. Any matter arising out of such negotiations not agreed upon by the parties to the individual collective agreement and which is necessary to be decided for the conclusion of the collective agreement subject to the Maintenance of Railway Operation Act shall be referred by the parties to such agreement for decision to a referee.

2. Such referee shall be chosen by agreement by the parties concerned. In the event of failure to agree on a suitable referee they shall jointly request the Minister of Labour of the Dominion of Canada to appoint such referee.
3. Such referee shall decide only the points coming within the scope of Section 1 hereof, referred to him in writing by the parties jointly or severally. He shall receive submissions from the representatives of both parties and may require such other information as he may deem necessary to enable him to reach a decision. His decision shall be rendered in writing within fifteen days of the close of his hearings and shall be final and binding on both parties, subject only to the parties mutually agreeing to adopt a principle other than the decision of the referee.
4. The expense of such referee and of any necessary hearings shall be divided equally between the parties hereto.

Item 5 is dealt with by Exhibit 30, which is as follows:—

In the event that the Government of Canada officially informs the Companies and Unions that the international situation has created emergency conditions which require extraordinary efforts on the part of all industry and all Canadians, it is agreed that the Unions will waive penalties on overtime which would not have been deemed to be overtime under the contracts existing at the date of this agreement.

It is the common understanding that "the contracts existing at the date of this agreement" means the contracts existing at the date of the exhibit, apart from any change of terms which may be effected by this award.

For the purpose of bringing the forty-hour week into operation, the parties have also entered into the following agreement (Exhibit 28):—

1. The parties hereto have agreed that a forty-hour week is to be established for certain categories of railway employees.
2. For the purpose of establishing principles to govern the application of a forty-hour week to such railway employees the parties agree that representatives from the organizations and the railways shall constitute a sub-committee.

3. This sub-committee shall prepare a master agreement, setting out the principles that are to govern the revision of the individual wage agreements to give effect to the forty-hour week, and providing for a method of final disposition of any disputes that may arise in applying these principles to the individual wage agreements.

4. In the event that the sub-committee is unable to reach agreements as to any one or more of such principles to govern the revision of the individual wage agreements, the parties hereto shall endeavour to agree on a referee to decide such point or points at issue. Failing agreement between the parties on a suitable referee they shall jointly request the Minister of Labour of the Dominion of Canada to appoint such referee.
5. Such referee shall decide only the points referred to him in writing by the sub-committee. He shall receive submissions from the representatives of each party on the sub-committee and may require such other information as he may deem necessary to enable him to reach a decision. His decision shall be rendered in writing within fifteen days of the close of his hearings and shall be final and binding on both parties, subject only to the parties mutually agreeing to adopt a principle other than the decision of the referee.
6. The expenses of such referee and of any necessary hearings shall be divided equally between the parties hereto.
7. This agreement shall be effective 7th November, 1950, and shall remain in effect until completion of the master agreement as referred to in Section 3.

The consummation of these agreements greatly facilitated the arbitration and I cannot refrain from expressing appreciation of the spirit which brought them about, which in fact prevailed throughout the hearings.

With respect to the request for the check-off included in the notice to treat of the national organizations, I determined as a fact at the hearings that this did not remain as one of the matters in dispute on August 26, 1950. It is therefore not a matter to be dealt with in this arbitration.

On behalf of the unions it is contended that the effect of the statute has been to equate the hotel and water transport

employees with the other employees here in question, so that if there is to be an adjustment in wages or hours as to the latter group, the same must apply to all. In support of this contention reference is made to certain expressions in the preamble of the statute. I was also referred to the discussion in Parliament when the Bill was under consideration.

In my opinion, the language of subsection 3 of Section 5 is clear and mandatory. The arbitrator is to decide any particular matter "within the limits of the proposals that he determines were made by the railway companies and the unions in respect of that matter" at the time pointed out by the statute. Accordingly, even if there can be said to be any ambiguity in the preamble, which I do not suggest, the operative provisions must govern.

So far as the employees other than the hotel and water transport employees are concerned, the reason that the forty-hour week became statutory is due to the fact that it was a common term of the proposals on each side, the only difference being as to its effective date. With respect to the hotel and water transport employees, however, the railways' proposal was on the basis of continuation of the existing forty-eight-hour week and they were proposing a one year contract. Accordingly, in their case the area in dispute so far as the standard work week and contract period are concerned, lies between forty-eight hours and forty hours, and between one year and two years. With respect to rates per hour, the railways offered two cents, while the unions proposed the same alternative increases as they designed to apply to the other employees. The statute, by Section 3, has expressly given an increase of four cents to all employees including hotel and water transport employees, so that so far as wage rates are concerned, the area in dispute with respect to these employees is the same as in the case of the other employees. I propose to deal with the questions affecting the hotel and water transport staffs after I have dealt with those relating to the other employees here in question.

With respect to hourly rates, the request of the employees in June 1949 for seven cents and ten cents was, as put in their written submission in these proceedings

calculated simply to maintain the living standards established in 1948 and the cost of living-wage relationship which then existed.

It is pointed out by the employees that the cost-of-living index has continued to rise substantially since June 1949, so that a larger amount would have been then

warranted if the subsequent course of events could have been envisaged. Accordingly, it is urged that the only way recoupment can now be attained is by increasing the hourly rate by the full seven cents asked for, and by a direction that the increase be made retroactive.

The case for the employees is exclusively rested upon this maintenance of living standard basis. Although it is "buttressed", as their submissions state, by comparisons with rates in outside industry, the employees' case remains "based on cost-of-living increase." From this point of view, taken by itself, the relevant facts are as follows:—

The cost-of-living index, on the 1935 to 1939 base equalling 100, stood at 169.8 on September 1, 1950. This represents a rise of 67.3 per cent above the annual average index of 101.5 for the year 1939. In the last-mentioned year, the average hourly earnings of non-operating railway employees, the group here in question, were 57.6 cents. Merely to have kept pace with the increase in the cost of living, a rate of 96.4 cents would have been required. Actually, immediately prior to the passing of the statute, the rate was 101.9 cents, and by virtue of the four-cent increase awarded by Section 3 of the statute, the rate is now 105.9 cents.

The last increase prior to that of 1950 was effected by an agreement of July 16, 1948, made retroactive to March 1, 1948, which increased all railway wages by seventeen cents per hour. As there has been no wage rate change since that time until that effected by the statute of 1950, both parties accept 101.9 cents, the rate of average hourly earnings in 1949, as the rate established by the agreement of 1948, and as the rate which prevailed until the passing of the statute.

On behalf of the employees it is contended that the above increase of seventeen cents established a standard of living which should be maintained. They say this increase was granted by the railways and accepted by the employees, however unwillingly it may have been done on either side, and that there should be no attempt to go behind the relationship thus established for the determination of the propriety of their present claim.

The railways, on the other hand, strongly contend that such a stand is unsound. The railways say that the situation brought about in 1948 was the result of the threat of a strike and is therefore not to be regarded as a recognition on their part of a proper cost of living-wage rate relationship. They contend that a proper rate should only be arrived at on the basis of

the rise in the index from some period of relative stability, and they suggest either 1939 or the period under price and wage control which ended in 1946.

For the purposes of this arbitration, I am prepared to accept the contention of the employees for the reason that I do not think I can re-try the merits of any dispute which may have existed in 1948, or go behind the situation which was then brought into being. But I think that in considering the situation prevailing in June 1949, at the time of the notice to treat, and subsequently, the proper starting point is the situation existing in June 1948 rather than March. The settlement was in fact made in July, and I think it must be taken that it was designed to take care of the situation then existing in so far as that was disclosed by the information then available. The cost-of-living index figure as of June 1, 1948, namely, 154.3, had then been published.

Acceptance of a contrary view is, I think, excluded by the facts. The employees have filed an exhibit which shows that, on the basis there given, namely, that a rise of one point in the cost-of-living index calls for an increase of forty cents per week, the new rate set in July had already fallen behind the increase in the index since March by \$2.44 per week or five cents per hour.

I do not think it reasonable to assume that the parties dealt on any such basis, but rather on the basis of the existing situation as it was then known. The dating back to March 1, 1948, may well have been to compensate, to that extent, for some such factor as the time occupied in reaching agreement, or it may be for other reasons.

It may be well to point out here that the basis of forty cents per week used in the employees' exhibit above referred to, is purely arbitrary, as the amount required to keep any given wage rate on a parity with increases in the index is a mathematical problem. The amount required, based on the wage rate of 101.9 cents existing in June 1948, is .66 cents per hour or 31.68 cents per week for each point rise in the index. This, however, does not affect the point under discussion.

At June 1, 1949, the index stood at 160.5, a rise of 6.2 points from June 1948, which called on the former date, for an increase in the wage rate of four cents per hour. An increase of seven cents would not have been called for until approximately June 1950, when the index had reached 165.4. There are other factors which call for consideration.

That that is so is pointed out by the fact that on August 10, 1950, the railways offered and the employees rejected an increase in hourly rates of eight and one-half cents because of the request for the early establishment of the five-day, forty-hour week, now made statutory.

When the new work week comes into effect, the hourly wage rates of the employees will be increased by 20 per cent, i.e. by 20.38 cents in the case of the average rate of 101.9, to which is to be added the statutory increase of four cents, making a total of 126.3 cents.

For the bulk of the employees, the change to the forty-hour week will not in itself result in any increase in *weekly* earnings, but rather in a slight decrease, although for some 20,000 back-shop workers there will be an actual cash increase of \$4.80 per week. The decrease above referred to arises from the manner in which both the railways and the employees agree the hourly rate consequent upon the reduction in the standard work week is to be calculated. It is agreed that the 20 per cent increase to maintain earnings is to be applied to the rate, 101.9 cents, in force immediately before the statutory increase of four cents went into effect, thus increasing that figure by 20.38 cents, to which the four cents is then to be added. The new rate, therefore, becomes 126.3 cents. The present rate is 105.9 cents. If it were increased by 20 per cent, the new rate would be 127.1 cents. The difference between the two on a weekly basis is 32 cents, the decrease in question.

On the other hand, the present hourly rate for the back-shop worker is 126 cents, the same rate as prevails in the case of the running shops. The latter, however, work the full forty-eight hours, earning \$61.49 as a consequence, while the former have for many years worked only forty-four hours for a weekly wage of \$56.36. When the conversion to the new standard work week occurs for both employees, it will be necessary that both classes working the same number of hours should receive the same weekly wage. The new weekly wage in the case of the running shop worker, calculated as explained above, will be \$61.16, to which level it will be necessary to bring the back-shop worker, by increasing his weekly wage by \$4.80. The shortening in hours worked of all employees, on the basis of average hours worked in 1949, namely, 47.1, the latest figure available, will amount to 7.1 hours per week. Actually, it is eight hours for the bulk of the employees, but four in the case of the back-shop workers and part of the clerical staff.

To show that they have not done as well as others in the matter of wage rates, the employees refer to a table of "Index Numbers of Wage Rates in Canada by Industry, 1941-1948" to be found at pages 1208-1209 of the *LABOUR GAZETTE* for October 1949. The index base is the figure 100 established in 1939. The employees seek to compare the index number for steam railway wage rates in 1948, namely, 170.2, with the general average for all industry, namely, 195.8, and they contend that

these figures show glaringly that railway workers have not done as well as many others.

The table above referred to, however, cannot be used for the purpose for which it is sought to be used. This table merely shows the percentages of increase in particular industries and in the average for all industry since the year 1939, but unless the relation existing between wage rates in 1939 is known, it is quite impossible to use the table to establish that a greater percentage increase since then in one industry than in another establishes a state of deficiency in the latter. In other words, an industry already paying a high rate in 1939 might well not show as great an increase by 1948 as an industry in which the rate paid in 1939 was low.

It might also be pointed out that if one may disregard the fact that the average rate figures of the railway employees which have been used in this arbitration include overtime as well as straight time, a fact which should not affect the result too greatly, the index now prevailing in the case of the non-operating railway workers would be 184. Taking into consideration the effect of the forty-hour week, it becomes 219. In the meantime, no doubt, the overall index will itself have increased beyond 195.8. The whole of this discussion is, however, not helpful. Resort to the table for such a purpose as the above merely produces a misleading impression.

However, the position of the railway employee in comparison with comparable employment in outside industry, on a proper basis of comparison, is useful, and it will be convenient at this point to examine that situation. In so doing it is necessary to have resort to average figures, and I should say a word in that respect.

During the course of the hearings, when discussion was proceeding on the basis of the average wage rate of the railway employees here in question, I asked to be furnished with information as to the scale of wages actually being paid, as an average figure, of necessity, indicates that numbers

of employees are receiving less and others more than the average, and I wished to have before me the actual rates. That information was supplied and is embodied in Schedules I and II hereof.

In subsequent submissions in writing filed by the employees, it is said that.

Our basic objection to this is that a dispute of this sort, involving a large request based on increased living costs, cannot be the subject of a solution by averages. First, of course, in order to establish the railway average wage, 105.9 cents now and 126.3 cents when the five-day week becomes effective, there have to be many rates higher and many lower than the average. There are now many thousands getting from eighty-five to ninety-five cents per hour. It is no help to them and their families to say that the average railway wage is 105.9 cents and that some are getting higher. And there has already been discussion of the impracticability of increasing some rates of pay and not others, not only because of the equal impact on all wages of the cost-of-living increase, but because long established differentials would be disturbed. These differentials are not just haphazard. Behind them are years of experience and adjustments, decisions of several conciliation boards and wage decisions of the War Labour Board. They represent a sort of scientific wage rate relationship based on many factors —job content, degree of responsibility, hazards, etc.

Had either of the contending parties adduced any evidence enabling me to say that the wage rate in the case of any particular classification of railway employee was insufficient, from the standpoint of maintaining a reasonably proper standard of living, or in comparison with current rates in outside industry, or for any other reason, I should have been quite prepared to deal with it and to make any adjustment such evidence called for. The employees' case, however, has not been put that way. What is asked for is the same increase in cents per hour for all classifications of railway employees. There is no basis upon which such a case can be dealt with that I know of, or which has been suggested, apart from the use of average figures. Indeed, both sides have had resort to them. The very exhibit to which I have already referred, which was filed on behalf of the employees for the purpose of showing the extent to which the railway wage rate had lagged behind the cost-of-living index, uses for that purpose the average rate of 101.9 cents of railway

employees in June 1948. Similarly, the table from the *LABOUR GAZETTE*, discussed above, also adduced in evidence by the employees, uses average figures and nothing else.

To employ the average rate to ascertain to what extent wages have kept pace with the rise or fall in the cost-of-living index, is in fact to do in one operation the same thing as would be required if the wage rate for each classification of employee were considered separately. The real incongruity comes in if the increase in cents per hour, indicated by the use of the average figure, is applied to the wage rate of each classification without discrimination. It is clear that in the case of a rate, say, of 75 cents per hour, a smaller absolute increase is required to keep it in line with any given upward rise in the index, than in the case of a rate of \$1 per hour. Accordingly, to apply the same cents per hour increase to both, as the employees themselves ask, is to favour the lower paid employees at the expense of the higher paid classifications.

The only information which I have been given as to rates of particular classifications of railway employees in comparison with rates prevailing in outside industry for similar occupations, was submitted by the railway companies. This is set out in full in Schedules V and VI, to which I shall have occasion to refer more particularly a little later.

In making a comparison between railway wage rates and rates paid in outside industry, there are certain facts which should be kept in mind. The railway wage structure has been developed by collective bargaining over a long period, and recognized relationships or differentials of the character referred to by the employees above have been established between the various occupations.

For the railways it is accordingly contended that any comparison of railway rates with outside rates, to be fair, must proceed on the basis of a comparison between groups of rates rather than merely as between particular rates for individual occupations, as it may be that conditions in outside industry have caused particular rates to be established on a higher level than in railway service. A second consideration is that for a majority of occupations within the railway, rates of pay are uniform across the country, and where differences exist as between different areas, these differences are between eastern and western Canada rather than between the larger and the smaller localities. The railways point out that in outside industry there are marked regional differentials distinct from differences to be found between rates prevailing in large centres

and those in smaller centres in the same territory. Therefore, a comparison between particular rates in outside industry in the highest paying locality and rates prevailing in the railway is not to be made if the present structure of railway wage rates is to persist.

The railways also say that there is a third factor concerning the mechanical trades in which, in a number of instances, the work performed is closely comparable to that performed in outside industry. Under the existing railway wage structure for such trades, the railways and the employees, by mutual agreement, have established a uniform rate for the fully-qualified craftsman rather than rates for each trade. It is also said that the railway wage structure makes less provision for grading craftsmen in different trades than is the practice in outside industry, and while the railway mechanic is paid on the basis that he is fully qualified in his trade, he may not be fully employed up to his qualifications and may in fact spend a considerable portion of his time on work that in outside industry would be assigned to a lower grade mechanic. It is said that this has been particularly the case with men upgraded from helpers' positions as a result of shortages of trained mechanics.

All of this merely emphasizes the obvious fact that in comparing railway wage rates with wage rates outside, the comparison should be with those sections of industry in which the nature and variety of employment, the proportions of male and female employees, and the territorial distribution are really comparable. The railway employees here in question are located all across the country in areas where industry is concentrated and where wages generally are high, as well as in less concentrated or agricultural areas where rates are lower, and railway occupations cover a wide range from that of the skilled craftsman to the unskilled labourer, and from the dispatcher to the office boy, the wage structure having been built up by agreement to give effect rather to differences in responsibility and job content than primarily to geographical distribution.

The employees seek to compare the railway wage rate with rates paid in a number of particular industries, namely,

- Petroleum and its products
- Automobiles and parts
- Heavy electrical equipment
- Coal mining
- Pulp and paper mills
- Metal mining
- Primary iron and steel
- Non-ferrous metal smelting and refining
- Agricultural implements

and refer to the fact that the table appearing on page 8 of "Man-Hours and Hourly Earnings" as of August 1, 1950, published by the Dominion Bureau of Statistics, shows twenty-three individual industries, including those mentioned above, paying more than 105·9 cents, the rate presently being paid by the railways. These references are all to "average" figures.

In the first place, this comparison does not take into consideration the effect on railway rates of the forty-hour week already discussed, which, of course, is not yet in effect.

Further, the employees do not state why any of these industries afford a proper comparison with non-operating railway employees, and I do not think it can fairly be said that any one particular operation such as is presented by each of the above references furnishes an adequate comparison when placed beside the railway industry. Left to myself, I do not think that the nature of the work or the conditions involved in the mining of coal, for instance, are comparable to the case I have to consider.

Again, petroleum and its products, apart from other considerations, is not comparable as it is highly localized and does not present the same diversity of occupation as that existing among the non-operating railway employees. As to automobiles and parts, I do not think this industry furnishes an adequate comparison, if for no other reason than that at the present time at least, and for some time past, the industry, by reason of the almost insatiable demand for its product, has been able to pay high wages and pass on increases to the consumer, at the same time maintaining what would appear to be a comparatively high level of profit. Further, the automobile industry has a history not only of high wages but of seasonal lay-offs due to changes in models. There are some seasonal lay-offs in the case of the employees in question here, namely, at ports where navigation ceases in the winter months, and in the western provinces after the movement of the grain is finished, but, by and large, railway employment offers the security afforded by continuity of employment.

Without going through the list in detail, a fair comparison on the basis of the factors already mentioned, is, in my opinion, furnished as nearly as may be, by the group of industries falling under the head of "durable goods manufacturing." That section of industry employs probably a higher proportion of skilled workers than is the case with manufacturing generally, and the proportion of female employees is

said, on the material before me, to be about the same as in the case of non-operating railway employees. Generally speaking, women in industry earn less than men, and the proportion of female employees is accordingly an important item in any proper comparison. In 1948 the durable goods industry was used as a basis of comparison for similar purposes in the United States by a presidential board which had to consider problems akin to those arising here.

Of the nine industries particularly mentioned by the employees, all but three, namely, petroleum and its products, coal mining, and pulp and paper mills, are included in the durable goods industry, and of the twenty-three referred to, all but five additional, namely, meat products, rubber products, distilled malt liquor, local transportation and building construction, are also included in durable goods, if I have correctly identified them in the table referred to. The exceptions do not appear to me to be relevant.

The railways point out that the employees here in question do not include its more highly paid employees, namely, the operating employees, and it is said therefore that any comparison is *pro tanto* unfavourable to them if only part of the railway industry is taken into consideration. This is no doubt true, and the circumstance mentioned might well render a comparison which did not take it into account valueless for some purposes. But for use for a purpose such as is here in question, I think the fact which is pointed out does not sufficiently affect the situation as to render inapplicable the proposed comparison.

According to the Bureau of Statistics, the average hourly earnings for 1948 in durable goods were 98·4 cents, while that of the employees here in question were 98·3 cents. This latter figure is due to the existence in January and February of that year of the lower wage rate in operation prior to the increase of 17 cents which came into effect on March 1. As I have already said, hourly earnings after this increase were 101·9 cents. The average hours worked in the durable goods industry in 1948 were 42·3 per week and the average weekly wage \$41.62, while in the case of the employees here in question, the average hours worked were 47·7 per week and the average weekly wage \$40.68, using the average rate of 85·3 cents per hour in force in 1947 before the increase in rates of 1948. On the basis of 101·9 cents, the rate in effect after the increase, weekly earnings were \$48.60. In June 1949, when the employees' notice was given, average hourly

earnings in the case of durable goods had advanced to 106.5 cents, which was also the average for the year.

The latest figure is that for August 1, 1950, when the durable goods rate had advanced to 112.5 cents. The average hours worked in the durable goods industry in August 1950 were 42.7, with weekly earnings of \$48.03, as against average hours worked in the case of the railway employees at that time of 47.1 (taking the 1949 average) and average weekly earnings of \$47.99.

Both sides have presented their submissions as to what can reasonably be forecast as to the wage rate which will prevail in the durable goods industry in 1951.

The railways point out that the strong upward movement in hourly earnings in durable goods started about June 1946, and that in the fifty months to August 1950, average hourly earnings increased by 37.4 cents or an average of .75 cents per month. If this rate of advance be projected to June 1951, it shows a figure of 120.0 cents on that date. The railways contend that the period they have chosen as a base for their calculations includes the whole period of post-war inflation since the lifting of controls.

Alternatively they take as a base the first six months of 1950. In that period, average hourly earnings in durable goods rose by 3.0 cents, an average of .50 cents per month. Projecting this rise to June 1951 gives the figure of 117.5 cents per hour.

The employees criticize both these bases. They contend that the period from June 1946 to August 1950 includes not only the rapid post-war inflation period from April 1946 to September 1948, but also the period described as a period of comparative stability from September 1948 to February 1950. They take the twenty-nine months from April 1946 to September 1948 as the basis of their projection, the average increase being .89 cents a month. The resulting figure on June 1, 1951, is 121.4 cents.

The employees contend that the base they have used is a much more realistic one than either employed by the railways for the reason that it would appear that a period of rapid rise in the cost-of-living index is in prospect, when one considers the advance in the months February to October 1950 in comparison with that of the first seven months following April 1946, and also because of the trend toward the forty-hour week which the employees say is evident in outside industry and which will push up average earnings.

I should point out that both parties made their projections to September 1, 1951, that being the date the railways were contending should be fixed as the effective date for the institution of the forty-hour week. As I have determined that the date should be June 1, 1951, I have adjusted the respective contentions to that date. My reasons for selecting this date will appear subsequently.

The employees also point out that the rate of 126.3 cents which will come into operation in 1951 for the railway worker as a result of the forty-hour week will continue for the duration of the contract here in question, namely, to September 1, 1952, and thereafter while negotiations for a new contract may be going on, during all of which time they estimate that the rate in durable goods manufacturing will continue to rise, and they project figures for durable goods considerably in excess of 126.3 cents.

Both sides admit that projection into the future on any basis is risky, and as to that there can be no doubt. However, for what they are worth, these estimates of the contending parties as to the comparative situation next June show the durable goods worker in receipt of a weekly wage varying from \$49.72 to \$51.59, depending upon whether one uses an hourly rate of 117.0 or 121.4 cents. On the other hand, the position of the railway worker as of next June, based upon his present earnings, will be \$50.52 for a standard work week of forty hours, the hourly rate being 126.3 cents. On the above basis, therefore, weekly earnings will be much the same, but the railway employee will be working approximately two and one-half hours less per week than his fellow workman in durable goods. In 1948 the average hours worked in durable goods industry were 42.3, in 1949 the figure was 42.5, while in 1950 to August it had become 42.6. In the above computation I have taken the average figure for 1949. According to the annual survey of the Department of Labour, the average normal work week in the durable goods industry in the years 1947 to 1949 inclusive was 45.0 hours, 44.9 hours and 44.2 hours respectively.

It should be kept in mind, of course, that the railway worker now works forty-eight hours for the weekly return shown above. The reduction in hours next June from forty-eight to forty will, however, improve his position very materially and the question arises as to the light, from an economic standpoint, in which this improvement is to be regarded.

In their submissions as to the relation between the cost-of-living index and wage rates, the employees seek to keep separate and distinct the additional three cents per

hour for which they now ask, and the increase in hourly rates occasioned by the institution of the shortened work week with maintenance of present earnings. Their position is that the two are separate and distinct issues, the one being asked for on the basis of increased cost of living, and the other "to conform with changing industrial and social standards relating thereto."

If it could be shown that the pattern exhibited by industry in the country generally was such that the continuation by the railways of a standard other than the forty-hour week was so anachronistic that it should be ignored, the employees would doubtless have made their point. I cannot so find, however, and I shall have occasion to discuss that subject later.

From the standpoint of the railways, the reduction in hours from forty-eight to forty, quite apart from the statutory increase of four cents, will result in payment of 20·38 cents per hour more for each hour of labour performed in the new work week. The increase of 20·38 cents will not, however, *cost* the railways any more money except to the extent that *necessary* labour, formerly done in the forty-eight-hour week, remains undone at the end of the new week of forty hours. This will have to be paid for at the higher rate, and the railway cost may also be increased as the result of the increased rate for overtime. *Prima facie* the railways will have the cost of eight hours of labour at the standard rate to pay for, or 7·1 hours on the basis of the average hours worked in 1949. As to what will be the actual result, the parties are sharply divided. Exclusive of hotel and water transport employees, the railways estimate the annual cost of the forty-hour week at \$80,917,900 on the basis of an increase to the full extent of 20 per cent.

The employees contend that this estimate is purely hypothetical and will prove quite exaggerated. They say that

labour has claimed that with the workers' increased productivity, adoption of new methods of operation, and use of new equipment (such as the diesel engine), the cost of the five-day week will be eliminated entirely within a few years.

They point to a substantial drop in the number of employees in the case of the United States roads in the first seven months of operation in 1949-1950 on the basis of forty hours instead of forty-eight, and they say that, as reported by the American railways themselves, earnings have gone up while operating costs have gone down. It is said that the best information obtainable indicates a figure in the

United States of 8½ per cent to 10 per cent instead of the 20 per cent estimate that had previously been made. Published figures, to which the employees refer, show substantial net revenue increases in 1950 over 1949 in the case of American Class I roads. It is contended that such a result indicates that there has been considerable adjustment on the part of the railways to the necessities of the situation and that ways and means have been found of obviating a great deal of estimated expense. The employees therefore say it is reasonable that the same will prove to be the experience of Canadian railways.

The railways contend, however, that it is too soon to draw any conclusion from the United States experience owing to strikes there in 1949, and the curtailment of railway service wherever possible, postponement of inevitable maintenance work and drastic reduction in staffs. It is said that the American railways have been unable to perceive any evidence of increased productivity, except possibly in office work. The railways regard as significant the fact that the New York Central Railroad has recently placed its car shops on a fifty-three-hour week, of which thirteen hours will have to be paid at overtime rates, as well as the further fact that in September 1950 the number of maintenance of way employees increased by 14·26 per cent over the previous year, and maintenance of equipment employees by 16·35 per cent.

The railways also point out that increased mechanization involves increased capital outlay, and that while new equipment may at first require little in the way of maintenance, the day comes when that is no longer true.

With respect to the employees' contention that ingenuity and ability will overcome all that is involved, the railways say that

we are being asked to accept real expenses on the basis of hypothetical savings that we may be able to make, and that we are also being expected to pledge those savings to wage increases and not to benefits to the shipping public.

Each of the two major railways has had some actual experience of the operation of the forty-hour week on self-contained units either owned or controlled by them, in the United States; the Canadian Pacific with the Minneapolis, St. Paul and Sault Ste. Marie Railroad, of which it is the majority shareholder, and the Canadian National with the Grand Trunk Western Railroad. In the period May to August, 1950 (a period when it is said the immediate reorganization consequent on the introduction of the forty-hour week had been

completed and when expenses incurred due to weather conditions would have less effect on the value of the experience as a comparison with what might be expected in Canada), total disbursements of the "Soo Line" for labour were 8.4 per cent higher than in the corresponding period of 1949. At the same time there was a substantial increase in both net and gross ton miles, accompanied by substantial decreases in man-hours. The "Soo Line" shows also an absolute decrease in both straight time and overtime worked.

The Grand Trunk shows an increase in total disbursements for labour of 9.5 per cent, and a reduction in straight time but an increase in overtime hours of 16.9 per cent, and in overtime compensation of 39.2 per cent. Reports of both roads indicate very substantial economies in operation have been effected.

Whether these two American units are strictly analogous to Canadian railways may well be doubted. They are relatively short lines running through areas with probably denser populations than is the case with the Canadian roads, and they do not have a similar problem to that presented by the area north of Lake Superior. Other distinguishing factors may also exist, as the railways point out in their submissions.

However, I think it may be taken that these examples do, at the present time at least, put considerable substance in the criticism made by the employees of the railways' estimate of cost, whatever the future may prove to be the fact. The employees contend that the examples given bear out the larger experience of the American Class I roads and justify an expectation that the Canadian experience will not greatly differ. Such a result may come about, but whether one takes the experience of the United States Class I roads or that of the two instances in which the Canadian railways have had experience, there is still involved, at present at least, a substantial item of cost to the railways consequent upon the institution of the forty-hour week, even though twenty per cent would appear to be an excessive estimate.

In any event, from the standpoint of the employee, I think it may very well be said that the reduction of the full eight hours is not a matter to be taken into the scales when considering the value of that which he will receive by virtue of the change in the standard work week. In my opinion, the trend toward a reduction in hours of labour generally, which has undoubtedly been taking place, must be taken into consideration, and while that trend has not

reached the point of establishing the forty-hour week as the predominant standard, nevertheless, there has been considerable departure from that of forty-eight hours.

The annual surveys of the Department of Labour already referred to, show that in October 1947, 52 per cent of all plant workers in the manufacturing industries of Canada were on a normal work week of forty-five hours or less, while by October 1949, the figure had increased to 63 per cent. In the same period, the number on forty-eight hours had decreased from 30 per cent to 20 per cent. It should also be pointed out that out of a total of 576,477 employees covered by the 1947 survey, only 108,587 or 19 per cent were working on a five-day week of forty hours or less. There were numbers of other employees working on a five-day week but working over forty hours and up to as many as sixty hours. In 1949 the employees on a five-day, forty-hour week or less numbered 178,308 out of a total of 720,249, or 25 per cent.

The result would appear to be that, just as the full twenty per cent should not be taken as the extent to which railway costs will be increased by the reduction in the standard work week, that reduction, from the standpoint of the employee, should be discounted to the extent of the lag, on the part of the railways, behind the social trend toward shorter hours. But after such discount, and allowing for such a matter as increased productivity, there is left, in my opinion, a residue upon which, from the standpoint of the worker, some value should be placed. It is obvious that such value is not capable of reduction to exact mathematical terms.

If a person be given a day in each week to do with as he please, he may use it to increase his earnings by other employment; he may use it for the purpose of performing work for which he would otherwise have to pay someone else; he may employ it in whole or in part to better himself by further training or education; or he may simply accept it for the purpose of leisure. In any of these events, it is "worth" something to him.

The employees here in question have, I think, themselves recognized the principle when, in August last, they refused an increase of 8.5 cents per hour based on continuance of the forty-eight-hour week in favour of a forty-hour week (with maintenance of earnings) plus an increase of seven cents. The difference is only 1.5 cents per hour, but its existence in fact establishes the existence of an economic value to the employee of shorter hours, even although a lower standard of pecuniary return be thereby involved.

In December 1948, the presidential Board to which I have already referred, directed an increase in the existing hourly rates retroactive to October 1, 1948, and institution of a forty-hour week with maintenance of pay to become effective on September 1, 1948.

The employees there concerned, as here, contended that their requests presented two distinct issues which should be kept separate. The Board, however, rejected this contention, even although it was of opinion that the institution of the forty-hour week was overdue in the United States, and that the railroads stood out "as a striking exception" from the "prevailing practice in American industry". As I have already pointed out, this has not been established to be the situation in Canada.

In the course of its reasons, the Board said:—

Contrary to the contentions of the Organizations, it is not possible to keep the question of a wage increase at this time separate and apart from the increases in hourly rates that will be necessary to maintain 48-hour earnings while working hours are reduced to 40. While the longer work week is an inequitable working condition, reducing it and maintaining present earnings require (an) increased hourly rate; and such increases, in terms of payroll costs, are not different from any other wage increases. These increases cannot be ignored in considering a straight wage increase, although they may amount to less in terms of earnings than the actual percentage rise in the hourly rates.

After pointing out that the employees regarded the forty-hour week as a "must", the Board continued,

We are persuaded that this is true, but if true, the employees can hardly regard the other requests they have made as equally important. They must be willing to postpone some of the other things they want for the thing that is most important. Certainly they cannot expect as large a wage increase at this time as they might be entitled to if they were not insisting on a 40-hour week.

While this may not express what I consider to be the underlying considerations in the way I have endeavoured to express them, I think the basic reasoning is essentially the same. I should, in any event, have reached my conclusion apart from this decision.

It has been argued on behalf of the railways that whatever provision I should see

fit to make within the limits of the proposals, by way of increase beyond the statutory four cents, if I should come to the conclusion that any further increase is called for, the statute excludes any provision by way of a cost-of-living bonus to come into effect in the future. Section 5 (2) which is relied on as the basis for this argument, provides that any increase in rates must be retroactive at least to September 1, 1950. To provide, for instance, that for each point rise in the cost-of-living index subsequent to September 1, 1950, wage rates should be increased by .66 cents retroactive to the date mentioned would be contradictory of the very essence of such a bonus which is only called into operation at a future time if a situation calling for it develops. On the other hand, if a bonus produces an increase in rates, as it unquestionably does, it must, according to the statute, be dated back and applied to a period during which it was not required. It has also been argued on behalf of the railways that there can be but one "limit" within the meaning of the statute, to the proposals made on each side, and that on the employees' side the limit is the offer of seven cents as of June 1, 1950, as far as rates per hour are concerned. In my opinion, these points are well taken, and the statute must be so construed.

In my opinion, just as the employees have failed to appreciate the economic gain represented by the reduction in the work week, the railways have ignored in their submissions the disadvantageous position of the employees in the period September 1, 1950 to June 1, 1951, with relation to the rise in the cost-of-living index and in comparison with the situation in the durable goods industry, a situation which in both aspects would appear likely to become accentuated as the period progresses. It is the existence of this situation which has prompted me to fix June 1, 1951, the earliest date open to me, as the date for the coming into operation of the forty-hour week. The existence of the situation just referred to has also a bearing on the question as to the extent, if any, to which I should direct either the statutory four cents or any increase thereof, to be retroactive.

The question also arises as to whether there are any considerations relevant to the earlier period between September 1, 1950, and June 16, 1949, when the employees' notice to treat was given, which call for a compensatory provision. The question may be stated in the way of an inquiry as to whether there are any equities in the situation prevailing in the earlier period which, taking into account the normal

processes under the Industrial Relations and Disputes Investigation Act, call for such a direction.

Again, there are a number of factors to be considered. In the first place, the employees' request was not limited merely to an increase of seven cents in hourly rates. It included the five-day, forty-hour week, and both were required to be applied to all employees, including hotel and water transport staffs. The employees made it plain that these terms could only be accepted or rejected as a whole. The answer to the question, therefore, must depend upon whether it was reasonable in all the circumstances for the employees on the one hand to insist on acceptance in toto, and on the other, for the railways to have rejected, without themselves putting into effect an adjustment in wages or hours, regardless of whether or not there would thereby have been left outstanding a residue of the employees' requests.

That the employees did insist on their full claims being accepted or rejected in toto is not a matter in dispute, and it is best shown by the rejection on August 10, 1950, of the railway offer of an increase in hourly rates of eight and one-half cents on the basis of a continuance of the forty-eight-hour standard work week to which I have already referred, as well as by the rejection of the alternative offer of a reduction in the work week from forty-eight to forty-four hours with an increase in hourly rates of 9.2 cents. This latter would have maintained the average weekly earnings under the forty-eight-hour week. The offer of eight and one-half cents would have been a straight increase in weekly earnings.

As already pointed out, the employees' request for an increase of seven cents in June 1949, taken by itself, was not at that time justified on the ground upon which it is put, namely, to preserve the living standard established the year before, and it did not become justified on that basis until a year later.

Further, I do not think it can properly be said that the trend toward a five-day, forty-hour week in Canada had become such that the failure on the part of the railways to accept it was of itself so unreasonable as to call now for a provision of the nature under discussion. I have already discussed the evidence as to that situation.

Also, for reasons which I shall discuss in detail when considering the situation with respect to hotel and water transport employees, I do not think their inclusion in the common settlement, as insisted upon by the employees, was one which ought to have been accepted.

The principle under discussion works both ways, of course, and the question arises as to whether it would not have been proper for the railways, knowing of the existing and increasing impact of the rise in cost of living upon the wage standard set in 1948, to have put into effect on their own initiative some increase in wage rates, without waiting for a complete settlement. I am perfectly well aware that such a course may not be an accepted mode of bargaining in circumstances such as are here in question, but I think that just as the making of excessive claims ought not to be encouraged, the withholding of the granting of that which is proper should equally be discouraged, even though other questions may be left outstanding. There are, however, some relevant facts, not as yet mentioned, which have to be considered.

In 1926, railway revenue per ton mile was 1.04 cents, and in 1949 1.26 cents, the rise being 21.2 per cent. Prior to 1949 and with the exception of 1948, when the figure was 1.18 cents, the 1926 figure was never exceeded after 1930. In the period 1926 to 1949 the wholesale price index rose from 100 to 157, or 57 per cent. During the same period, average hourly earnings of all railway employees as a group increased from 56.8 cents to 111.8 cents, or 96.8 per cent. In 1926 the operating payroll took 45.7 cents of each revenue dollar as against 52.9 cents in 1949. In 1926 net operating revenue of the two major railways was 77.5 millions as against 24.2 millions in 1949. The rate of return on gross investment in 1926 was 2.8 per cent and in 1949 it had fallen to .72 per cent. In 1948 it was .73 per cent, in 1947 1.37 per cent, and in 1946 1.78 per cent.

In the first nine months of 1950 a change took place and the Canadian National had a net operating income of \$15,772,344 as against a deficit of \$7,358,642 in the same period of 1949. The Canadian Pacific also increased its net operating income from \$8,503,245 in the same months of 1949 to \$20,611,024 in the corresponding months of 1950, a total improvement for both roads of \$35,238,765. The higher revenue months of the year, due to lower maintenance work and revenue from the carrying of grain, are the later months, and it is estimated that the net for the full calendar year will be some \$74,200,000, made up of \$37,000,000 for the Canadian Pacific and \$37,200,000 for the Canadian National.

From the standpoint of the fixing of freight rates, the railways estimate the result for 1950, on the basis of what is required by the Board of Transport Commissioners, as follows:—

Estimated net operating income of the Canadian Pacific.....	\$37,000,000
Add charges not allowed for rate- making purposes	6,500,000
	<hr/>
	43,500,000
Requirement fixed by Commis- sioners as a minimum of rail- way needs	46,000,000
	<hr/>
	2,500,000
Allowance for income tax.....	1,500,000
	<hr/>
Total revenue deficiency.....	\$ 4,000,000

When the employees presented their claims to the railways in June 1949, the net earnings from railway operations of the two main systems for the year 1948 had been \$23,500,000, a figure which fell short of meeting fixed charges by some \$38,000,000 without allowing any provision for improvements or betterments.

In October 1946 the railways had made application to the Board of Transport Commissioners for an increase in freight rates, an increase of ten cents in hourly rates to all employees having become effective on June 1st of that year. This application was strongly contested and it was not until March 30, 1948, that an increase of 17 per cent was authorized, effective April 8, 1948. This was estimated to produce additional revenue of \$70,000,000 per annum which it is said was considerably less than the increase in annual operating costs. This was again followed in July by a seventeen cent increase in wages, made retroactive to March 1st.

The railway thereupon made a new application for increased freight rates, and on September 20, 1949, an interim increase of 8 per cent was authorized, effective October 11 following. This was estimated to produce \$26,000,000 per annum. In the meantime, costs of materials had again increased. Effective March 23, 1950, a further interim increase of 8 per cent was granted, and on June 16, 1950, this was increased by a further 4 per cent. These increases, however, did not apply to all classes of freight.

It is therefore apparent that at the time of the service of the employees' notice to treat, namely, June 16, 1949, the railways were still in the position of having been afforded no source of revenue to take care of the wage increase which had become effective more than a year before, and that its payment during all that period as well as payment of the ten cent increase during the period June 1, 1946, to April 8, 1949, represented outlays which were completely

irrecoverable, as freight rate increases cannot, of course, be retroactive. Payment of the statutory increase for four cents is equally unprovided for.

The employees take the position that whether or not the railways are at any given time able to obtain from the Board of Transport Commissioners authority to increase freight rates, is a matter with which they are not concerned. As put in their submission:—

It has been alleged that increases in freight rates would be necessary. This we do not know, but we hold to be a matter between the Railways and the Government's regulatory agency, the Board of Transport Commissioners.

The employees say that if they are to be denied warranted wage increases because the railways cannot get necessary revenue, they are in an "economic trap".

One can agree that such a denial would have the effect stated, but this does not establish that no regard can be paid to the fact that payment of the wages of railway employees can come from railway revenue only, the rates upon which they depend being subject to the jurisdiction of the Board of Transport Commissioners. An industry in a position to increase the price of its product without the necessity of considering any outside factor other than the probable effect of the increase on the volume of sales, is in a very different situation from that of a railway subject to the regulative jurisdiction I have mentioned, as well as to competition arising from road, water and air transport. I need not, however, for the purpose of the immediate question under consideration, discuss the matter further than to say that I do not think, in the light of the facts which I have reviewed, it can reasonably be said that the failure of the railways to put into effect an increase in wage rates in the period under discussion was of such a nature as to call for any provision of a compensatory character in respect of that period.

Before expressing the conclusion to which I have come, I think it should be pointed out that some of the evidence put in on behalf of the railways shows that some classifications of railway employees are already in receipt of higher rates than are being paid for similar work in outside industry. Schedules V and VI show the situation to which I refer. In Schedule V there is shown a comparison between certain railway occupations and comparable non-railway employment in the Toronto, Central Ontario and Montreal areas, but the hours worked do not appear. In

Schedule VI, a comparison is made on a monthly basis in the Montreal area, between certain railway clerical help and employees in comparable employment outside the railway.

The employees comment with respect to Schedule V that the examples shown are selective, and that the survey itself was made by a private agency. The question is also raised as to whether or not the rates shown for the non-railway occupations are from organized industry. It is pointed out that the Montreal figures are almost without exception lower than the Toronto figures, and it is said that Montreal is in what is generally considered a low-wage area, while railway wage rates are national in scope, and there are areas where the latter show to considerable disadvantage. It is the fact, however, that the greatest concentration of railway workers is in the Montreal area. Similar objections are raised with respect to Schedule VI and it is pointed out in particular that the latter schedule is confined to the Montreal area. On behalf of the railways the statement is made that with respect to clerical rates, Montreal and Toronto pay approximately equal amounts. Toronto is said to pay more in the case of one or two positions but lower in others, the general effect being as already mentioned.

The objections do not dispose of the evidence afforded by the schedules, and the fact of these higher rates is not denied.

The railways say that the result of past uniform increases in the rates of all classifications of railway employees is in part responsible for the situation disclosed above, and that junior rates in particular have been built up to levels entirely out of line with rates currently established in other industries for that kind of work.

It is also said by the railways that these particular rates have increased from 80 per cent to 100 per cent since 1939 and are now too high to allow a proper spread between relatively unskilled positions and those requiring some knowledge and experience in railway operations. It is said that they have proposed to the employees some modification of these rates, and some modification may come about as a result of discussions with relation to the rules as provided for herein, but the existing fact is as above. It is somewhat incongruous that any increase should be asked for in the case of a cashier already in receipt of \$266.89 per month, when the going rate in outside industry is \$247.80, and for an elevator operator receiving upwards of \$191.89, when the outside rate is \$170.

However, the situation thus disclosed is not one with which I have to deal. The existence of such cases merely accentuates the fact to which I have already called attention when discussing the effect of a uniform wage rate increase to all employees based on the existing average rate. To increase a man who is already paid more than he could secure in outside employment is to take from his fellow-employees, whose need is disclosed by the existence of an average rate which is low in comparison with outside industry. It does not increase the expense involved to the railway.

The task involved in coming to a conclusion as to the value which ought to be attributed to the reduction in hours consequent upon the shortened work week is rendered more difficult by the fact that the reduction itself is postponed until next June. This introduces into a calculation, itself incapable of exact measurement, the further uncertainty arising from attempting to estimate the influence of future conditions upon the cost-of-living index.

It would, however, seem from present indications that some continued rise must be contemplated, certainly for the purposes of the problem with which I am faced, even although times are such that existing premises may be invalidated overnight.

The evidence shows that, in a substantial number of establishments in various kinds of industry of recent months, increases in wages have taken place, and if one is entitled to take note of matters of common knowledge, further substantial increases are continuing to come into effect. It is pointed out on behalf of the employees that recent increases in wholesale prices have not yet been reflected in the cost-of-living index which, while increasing from 169.8 on September 1 to 170.7 on October 1, remained stationary at the latter figure on November 1. In the first six months of the current year, the index rose approximately 4.4 points, and by the following month it had risen another 2.3 points. It is also to be remembered that of the term of the contracts here in question, some fifteen months will remain unexpired on June 1 next.

By September 1, 1950, the wage rate-cost-of-living relationship of the railway worker had deteriorated from the 1948 level to such an extent that 10.2 cents per hour was then required to restore that relationship. In other words, the seven cents asked for was already exceeded by 3.2 cents, and this margin, it would appear, will likely continue to be augmented.

Taking into account, therefore, all the factors I have discussed, which enter into the problem of placing a value on the

reduction in hours from the standpoint of the employee, including the necessity of estimating the circumstances which may exist in June next, the present disadvantageous position of the railway employee in relation to the increased cost of living and also with respect to the wage level and hours of labour of the durable goods worker, as well as the probable circumstance that this position will become increasingly disadvantageous, I do not think I would be justified in saying that such value should be set at a figure in excess of that which would permit my awarding the full seven cents which is in controversy. I therefore award that sum. I do not think the award should have any retroactive effect beyond September 1, 1950, however, for the reason that, apart from the considerations I have discussed earlier, I think this award sufficiently takes care, as nearly as one may reasonably say, of any retroactive operation which might otherwise have been proper to give.

In comparison with the projected position of the durable goods worker on June 1 next, the railway employee will be earning \$51.72 weekly, at the rate of 129.3 cents for forty hours, while the former will be earning \$51 at 120.0 cents per hour, assuming his hours of labour then to be 42.5, a slightly lower figure than obtained on August 1, 1950. The railwayman on this basis will be earning slightly more per week in dollars and cents for 2.5 hours less labour. The respective paths of the two workers have in the past however crossed and re-crossed.

In 1948, before the increase in railway wages of that year, the average weekly earnings in durable goods were \$40.93 for a 41.6 hour week, at the rate of 98.4 cents per hour, while the railway employee was earning \$40.68 for 47.7 hours of labour, taking as applicable the average rate per hour of 85.3 cents in effect in 1947. As a result of the increase in the year last mentioned, railway earnings increased to \$48.60, the hourly rate to 101.9 cents.

By August 1, 1950, weekly earnings in durable goods had risen to \$48.03 for a 42.7 hour week, the hourly rate being 112.5 cents, while railway earnings, on the basis of average hours worked weekly in 1949 of 47.1, had decreased slightly. The statutory increase of four cents on September 1, 1950, brought railway earnings up to \$49.87 and the hourly rate to 105.9 cents.

While the award of the full seven cents will apparently place the railway worker in a position more advantageous comparatively than has been the case at any of the periods just reviewed, in my opinion, the considerations already discussed call for

such an award, and it is to be remembered that, to the extent that past experience may be taken as a guide, the tendency will be for this advantage to be overtaken during the unexpired term of the contracts here in question.

In this award I have not taken into consideration the possibility of earnings being augmented by overtime occasioned directly by the institution of the forty-hour week. Apart from shortage of manpower, which of course may develop, the view of the railways as expressed in the evidence is that overtime "will not normally be the result of applying the 40-hour week."

Hotel and Water Transport Employees

The hotel employees represented in this arbitration are limited to the employees of the hotels of the Canadian National Railways. By reason of an opinion of the Deputy Minister of Justice to the effect that the hotel employees of the Canadian Pacific Railway are not subject to the provisions of the Industrial Relations and Disputes Investigation Act, these latter did not become parties to the negotiations which were in progress on August 21, 1950, as did the employees of the Canadian National Railways. It is only to employees who were parties to such negotiations that the terms of the statute, as provided by Section 8 (a), apply. By reason of Section 3, the hotel employees here in question received the four cent per hour increase in common with the other employees of the railway.

These employees contend that the hotels are operated by the Canadian National Railways as a component part of the railway undertaking. It is pointed out that many of the services for the railway proper, such as laundry, baking and purchasing for the dining cars and sleepers, are done by the hotels, while the railway offices in turn perform services for the hotels such as ticket agents acting as hotel booking agents. The employees also point out that in the past, notably in 1946 and 1948 as well as during the depression years, they received not only the same general advances but the same deductions as the other employees of the railway. It is accordingly contended that these facts justify their being now included in any adjustment of wages or hours which may be called for in the case of the other employees of the railway.

In any event, the employees say that the basis of their approach to the railways, as far as proposed wage increase was concerned, was simply an amount to help compensate for increased living costs which have had equal impact on all classes.

whether employed on the lines of railway, in the water transport service, or in the hotels.

On the other hand, the railway contends that there is no basis for including hotel employees in every wage and hours adjustment that may be called for in the case of employees engaged in the operation of the Railway proper. It is said that hotel work is not comparable to that involved in the running of a railway, and the mere fact that a railway company also owns a hotel does not bring about any change in the character of the business conducted or of the work performed with respect to the hotel.

As to the fact that increases or deductions have from time to time in the past been given to hotel employees in common with other employees, it is contended that this does not establish a precedent or lay down a principle calling inflexibly for similar treatment at all times. With respect to this aspect of the matter, the railway says that the increases which were granted following the depression years were called for from the standpoint of all employees as the wages of all had become depressed. It is pointed out that during the war the government adopted the policy of a cost-of-living bonus which applied to all employed persons in Canada. The railway points, however, to the fact that the National War Labour Board in 1944 held that, while a case had been made out for an upward adjustment in the wages of railway workers proper, it was at that time unable to find grounds on which a similar award could be made in favour of hotel employees, the board being of the opinion that those employees formed part of an industry distinct from the railway industry, and that their wages should be related to wage patterns established in such other industry.

The railway also says that the participation of its hotel employees in the general increase granted to all its employees in 1946 was the result of agreement and was justified by the then conditions, but that with regard to the inclusion of the hotel employees in the general increase of seventeen cents in 1948, it was in the circumstances that

When a settlement was finally being negotiated with the active participation of the Government, practically at the deadline hour for a strike, there was no opportunity to point out the grave difficulties that were being created in hotel operations. Actually, however, the economic power of the railway employees was used to impose a settlement of an increase of 17 cents per hour, or \$35.36

per month, not only for railway employees but also for hotel employees. The result of this last increase has been that the rates of the railway hotel employees are entirely out of line with those of the rest of the hotel industry.

During the course of these hearings, I asked the representatives of the employees why an owner of a hotel, who has no connection with any railway and who is already paying wages in line with the highest wages paid by any other hotel of similar standing in the same community, should be asked to increase the wages he is paying, merely because the railway which serves that community has increased its wages. I received no satisfactory answer to that question, and no adequate answer presents itself to me. In my opinion, with respect, the view upon which the ruling of the War Labour Board in 1944 would appear to have proceeded should be adopted here. Apart from such ruling, I should have reached the same conclusion.

The hotel industry, being a separate industry from that of the operation of a railway, mere common ownership cannot, in my opinion, bring about any identity between the two. To accept such a principle would mean that a railway acquiring a coal mine, for example, because it conceives there will be some advantage through its ownership of the mine, would be obliged to increase or decrease the wages of the coal miners with every increase or decrease in the wages of the railway employees proper, or vice versa, notwithstanding that the considerations dictating a particular change in the case of the one were not present in the other. I do not think such a principle can stand examination, and I am therefore unable to accept it.

Further, wage rates in connection with the operation of a railway are, as has already been pointed out, national in scope because of the fact that the railway operates in all areas of the country. That consideration does not apply to the wages paid in a particular hotel or hotels. There seems to be no reason, for instance, why wage rates which would be called for in the case of a hotel operated in such a city as Toronto where the cost of living is high, should automatically apply in another locality where the cost of living may be substantially lower. To fix wage rates of hotel employees with regard to rates prevailing in railway operation rather than with regard to those prevailing in the hotel industry, having regard to all relevant considerations pertaining to the latter, such as the level of wages paid in comparable hotel operations, would or might place the

railway hotel at a distinct disadvantage to the non-railway hotel, or be unfair to the travelling public. However that may be, in my opinion, the employees' contention is not sustainable.

I do not think that the fact that the cost of living has advanced since 1948, affecting hotel employees in common with others is a ground upon which I can proceed, in view of the evidence before me as to the rates which are actually in existence.

The railway has adduced evidence as to the level of wages paid non-railway hotel employees. This evidence shows in the first place that at December 1949, the average hourly earnings of employees in Canadian National hotels were 75.7 cents as compared with 58.7 cents in other hotels and restaurants not railway owned, a difference of some 30 per cent. Since that time, the railway hotel employees have received an increase of four cents per hour, bringing the average rate up to 79.7 cents, while the rate for non-railway hotels and restaurants as at August 1, 1950, was 61.0 cents per hour.

The employees do not deny these figures, but they say that the comparison is not a proper one as it is with rates paid in various classes of hotels throughout the country, whereas the railway hotels are in a class by themselves and in a position to secure much higher rates from the travelling public. Correspondingly, they call for a type of employee of greater ability and more responsibility than in the case of other hotels.

The railway has, however, adduced evidence as to the actual rates paid in each of its hotels and the rates paid in other first-class hotels in the same or comparable communities. The comparison generally indicates much higher wage rates in the railway operated hotels. In one instance, pointed out by the employees, the rate paid for a particular classification of employee in a non-railway hotel is shown to be slightly more than that paid by the railway hotel, and it is said that the non-railway hotel rate is actually higher because that hotel could not obtain that particular type of employee without paying a higher rate. This was the only instance commented on by the employees, and it cannot affect the conclusion to which one is forced upon an examination of the evidence as a whole. I do not think that, the rates now paid in the various railway hotels being substantially higher than those in other comparable hotels, a case for a further increase has been made out. Effect must be given to the undoubted fact that the employees in railway operated

hotels could not do better nor perhaps as well if they sought employment in non-railway operated hotels. There is the added consideration that the employees of the railway operated hotel receive benefits in the form of pensions. Evidence as to what pensions, if any, are paid in non-railway hotels was not given.

As in the case of the railway employees proper, no argument has been presented by the employees from the standpoint of the inadequacy of the rate paid to any particular classification of hotel employee. The case has been on the basis of the same increase for all.

The result to which all of the above leads might be otherwise if the earnings of the hotels here in question justified an upward revision in wage scales, but that is not the case. Since 1939 the railway hotels show a loss of some \$500,000 if an allowance of 3 per cent on investment is made, during which time room rates have gone up \$2 and wages of employees, with the exception of males under twenty-one and certain females, have increased by 43 cents per hour, or \$88.57 per month.

With respect to the forty-hour week, no case for its institution from the standpoint of the hotel industry was attempted by the employees, and it has been shown that it is not as yet in operation in any hotel in Canada. I do not think, in these circumstances, there is any basis upon which I can be asked to direct the institution of the forty-hour week. Such an order could not affect the hotel employees of the Canadian Pacific, and considerable confusion would result from such an order.

The basis of argument with respect to the water transport employees is essentially the same as that in the case of the hotel employees.

The number of water transport employees here involved comprises 1,174 employed by the Canadian National Railways and 1,803 employed by the Canadian Pacific Railway, a total of 2,977. These represent a small minority of the total water transport employees of the two companies. The water transport operations in question are services on the Pacific Coast, the bulk of the business being local and subject to competition by an independent operator, and there is also involved a water transport service on inland lakes in British Columbia. This latter is said to be subject to increasing road competition.

The history of the inclusion of this group of employees with all employees of the railway in past general increases or deductions is the same as in the case of the employees of the railway hotels, and the contending points of view as to the results

which should follow therefrom I have already discussed in connection with the hotel employees.

The railways contend, as in the case of their hotels, that their water transport operations constitute a separate industry, and any adjustment of wages or hours ought to be considered from the standpoint of the water transport operations rather than bulked with railway operation proper. The financial experience of the two companies with respect to their water transport operations is as follows:

CPR		Net
	Deficit	Earnings
1946		\$ 576,678
1947	\$ 617,465	
1948	852,076	
1949		401,001
1950 (Jan. 1-Sept. 30)		475,001
	\$1,469,541	\$1,452,680
Deficit		\$16,861

CNR		Deficit
1946		\$ 47,616
1947		152,427
1948		104,352
1949		311,298
1950 (Jan. 1-Sept. 30)		72,100
Deficit		\$ 780,953

The employees contend that the railways have gone into the hotel and water transport business and that, as a result, these two groups must be considered as "railway" employees. They say that the whole is but one undertaking, and neither is to be separated from the other. They emphasize the fact of "through" traffic and point out that the group of water transport employees include shore staffs as well as floating personnel, and they contend that the classifications of floating and shore staffs have their counterparts in railway personnel proper. In any event, the employees' fundamental contention is, as before, that of the cost of living, and they contend that this precludes any differentiation in the case of these employees. With respect to the five-day, forty-hour week, they contend there is no factor which militates against its application to these employees any more than to the others.

It can be argued in favour of the employees' position that, after all, water transportation is merely part of the business of transportation by rail and water, and that the employees of both are really

engaged in a common operation, and there are circumstances in which such a contention would, in my opinion, be sound. Perhaps a good illustration would be afforded where the water transportation is a mere link between two parts of the rail system. The employees really put their case on this ground, as they referred to the ferry services between New Brunswick and Prince Edward Island, and across the Strait of Canso, as comparable. I think, however, that these illustrations rather point up the distinction which, in my opinion, is manifest. The coast services do not constitute a mere link in the rail service as the bulk of the business handled is local and there is competition on the part of a local independent operator.

Such an operation, therefore, must stand on its own feet, and must be considered a separate industry. I think the inland lake operation, by a parity of reasoning, cannot be considered as an integral part of the operation of the railway.

As has already been pointed out in connection with the consideration of matters affecting employees of the railway proper, the railway rate structure is national in scope, and considerations which may dictate changes therein are not necessarily operative in a purely local operation. A wages and hours structure proper and adequate on one coast might be quite inappropriate on the other coast where local conditions such as prices, traffic available, or presence or absence of competition may be different.

During the hearings, it occurred to me that in the case of the shore staffs, the fact that some categories of employees perform essentially the same work as that performed by a number of classifications engaged in connection with the railway, who work in fairly close physical proximity to the former, would warrant identical treatment, but on reflection I have come to the conclusion that that is not so. To do so would be contrary to the principle discussed above and would necessitate dealing with particular classifications of employee rather than with the water transport staff as a whole. This cannot be done intelligently as I have no evidence which enables me to deal with the rates of particular classifications. No evidence was given to indicate that the present scale of wages being paid the water transport employees is lower on the average or in any instance than is being paid elsewhere in the area, nor lower than it ought to be, having regard to all relevant circumstances in the area.

Again it is to be remembered that not only are the water transport employees here represented a small minority of the total water transport staffs of the two major

railway companies, but also an even smaller minority of the employees of the water transport industry. This is an added circumstance which would prevent any intelligent treatment of particular classifications.

Findings

I therefore direct that—

1. With respect to employees other than hotel and water transport employees:
 - (a) the four-cent increase in wage rates provided for by Section 3 of the statute be increased by a further three cents, the resulting seven cents to be effective from the day fixed by the said section.
 - (b) the five-day, forty-hour week here in question shall become effective June 1, 1951, and the terms of Exhibit 28 shall apply thereto, provided that from the said date to and including August 31, 1951, straight time only shall be payable up to forty-eight hours per week.
 - (c) each agreement shall contain clauses in the terms of Exhibits 27 and 30.
2. With respect to hotel and water transport employees, the term of all agreements to which they are parties shall be for one year from September 1, 1950.

As to any matter requiring to be dealt with for the purpose of concluding all agreements in question in this arbitration, with which I may not have dealt or may not have dealt completely, I shall dispose of upon the same being brought to my attention.

(Sgd.) R. L. KELLOCK.

Ottawa, December 18, 1950.

APPENDIX "A"

The parties were represented as follows:—

G. R. Pawson, Commercial Telegraphers Union of North America.

H. A. Stockdale, Brotherhood of Railroad Signalmen of America.

Keith Cockburn, International Brotherhood of Electrical Workers.

A. R. Mosher, T. McGregor, W. J. Smith, Canadian Brotherhood of Railway Employees and Other Transport Workers.

T. J. Clark, Brotherhood of Express Employees.

W. H. Phillips, Order of Railroad Telegraphers.

W. Aspinall, Brotherhood of Maintenance of Way Employees.

F. H. Hall, Brotherhood of Railway and Steamship Clerks.

J. T. Galloway, International Brotherhood of Blacksmiths, Drop Forgers and Helpers.

G. E. Schollie, International Association of Machinists.

J. Connolly, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.

R. Melaneon, Brotherhood of Railway Carmen of America.

Sam Finlay, International Brotherhood of Boiler Makers, Iron Ship Builders and Helpers of America.

A. E. Payne, Sheet Metal Workers International Association.

R. Y. Menary, International Moulders and Foundry Workers Union of North America.

J. W. Lebeau, International Brotherhood of Firemen and Oilers, Power Plant Employees, Roundhouse and Railway Shop Labourers.

A. R. Johnstone, Hotel and Restaurant Employees and Bartenders International Union.

H. Smith, Division No. 4, Railway Employees Department.

D. I. McNeill, K.C., J. R. Kimpton, S. M. Gossage, S. McMahon, G. M. Roundtree, Canadian Pacific Railway Company.

A. B. Rosevear, K.C., P. E. Ayrhart, R. C. Johnston, J. A. McDonald, A. A. Campbell, R. Somerville, Canadian National Railways.

W. B. Salter, A. E. Cook, Toronto, Hamilton and Buffalo Railway Company.

A. Freeman, Ontario Northland Transportation Commission.

Schedule I

CANADIAN PACIFIC RAILWAY COMPANY—CANADIAN NATIONAL RAILWAYS

Actual Rates of Pay and Weekly Earnings of Classes of Employees Involved in Dispute—Weekly Earnings Based on Hours Constituting a Normal Work Week

Group of Employees	Hours Constituting a Normal Work Week	Prior to March 1, 1948		Effective March 1, 1948 to August 30, 1950		Effective Aug. 31/50 Pursuant to Mte of Rwy Op'r. Act		As Result of 40-Hour Week	
		Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings
M A I N T E N A N C E O F W A Y E M P L O Y E E S									
Section Foreman 1st Class	48	per day \$.70	43.20	per day \$.56	51.36	per day \$.88	53.28	per day \$.56	52.96
2nd " "	48	7.10	42.60	8.46	50.76	8.78	52.68	10.472	52.30
3rd " "	48	6.95	41.70	8.31	49.86	8.63	51.78	10.292	51.46
4th " "	48	6.90	41.40	8.26	49.56	8.58	51.48	10.222	51.16
Line " "	48	6.75	40.50	8.11	48.66	8.43	50.58	10.032	50.26
Sectionman 1st Class	48	per hr. .74	35.32	per hr. .91	43.68	per hr. .95	45.60	per hr. 1.132	45.28
2nd " "	48	.73	35.04	.90	43.20	.94	45.12	1.12	44.80
3rd " "	48	.72	34.56	.89	42.72	.93	44.64	1.108	44.32
4th " "	48	.71	34.08	.88	42.24	.92	44.16	1.096	43.84
Line " "	48	.69	33.12	.86	41.28	.90	43.20	1.072	42.88
B and B Foreman	48	per day 7.80	46.80	per day 9.16	54.96	per day 9.48	56.88	per day 11.312	56.56
Carpenter	48	per hr. .91	43.68	per hr. 1.08	51.84	per hr. 1.12	53.76	per hr. 1.336	53.44
Brigeman	48	.87	41.76	1.04	49.92	1.08	51.84	1.283	51.52
B and B Labourer	48	.69	33.12	.86	41.28	.90	41.072	1.072	42.88
Welder	48	1.03	49.44	1.20	57.60	1.24	59.52	1.48	59.20
Painter	48	.87	41.76	1.04	49.92	1.08	51.84	1.283	51.52
SHOP CRAFTS									
Mechanics (Including Machinists, Boiler-makers, Blacksmiths, Pipefitters, Sheet Metal Workers, Electrical Workers, Pattern makers and Moulders)—		per hr. 1.05	51.94	per hr. 1.22	59.53	per hr. 1.26	61.49	per hr. 1.504	61.16
Running Shops	48	1.05	46.97	1.22	54.57	1.26	56.36	1.504	61.16
Main and Back Shops	44	1.05	46.97	1.22	54.57	1.26	56.36	1.504	61.16
Carmen Passenger	48	1.05	51.24	1.22	59.53	1.26	61.49	1.504	61.16
Running Shops	44	1.05	46.97	1.22	54.57	1.26	56.36	1.504	61.16
Main and Back Shops	44	1.05	46.97	1.22	54.57	1.26	56.36	1.504	61.16
Caravan Freight	48	.98	47.82	1.15	56.12	1.19	58.07	1.42	57.75
Running Shops	44	.98	43.84	1.15	51.44	1.19	53.23	1.42	57.75
Main and Back Shops	44	.82	40.02	.99	48.31	1.03	50.26	1.228	49.94
Helpers	48	.82	36.68	.99	44.28	1.03	46.07	1.228	49.94
Main and Back Shops	44	.82	36.68	.99	42.46	.91	44.41	1.084	44.08
Coach Cleaner	48	.70	34.16	.87					

Weekly earnings include allowance of one minute for each hour worked for clock punching.

Apprentices—Main and Back Shops		per hr.	.52	32.66	per hr.	.73	35.30
1st year—1st six months.....		23.26	30.87	32.21	.76	.968	.968
2nd " "		24.60	32.21	.72	.928	.928	.928
3rd year—1st six months.....		25.50	33.10	.74	.928	.928	.928
2nd " "		27.29	34.89	.82	.928	.928	.928
4th year—1st six months.....		29.08	36.68	.82	.928	.928	.928
3rd year—1st six months.....		30.87	38.47	.90	.928	.928	.928
2nd " "		33.55	38.47	.92	.928	.928	.928
4th year—1st six months.....		36.68	41.15	.96	.928	.928	.928
5th year—1st six months.....		38.80	44.28	1.03	.928	.928	.928
2nd " "		40.71	48.31	1.12	.928	.928	.928
4th year—1st six months.....		41.15	52.34	1.21	.928	.928	.928
5th year—1st six months.....		44	44.73	1.17	.928	.928	.928
2nd " "		44	1.00	.91	.928	.928	.928
Apprentices—Running Shops		per hr.	.52	30.87	per hr.	.73	35.30
1st year—1st six months.....		48	.52	25.38	.69	33.67	.73
2nd " "		48	.55	26.84	.72	36.14	.76
3rd year—1st six months.....		48	.57	27.82	.74	36.11	.78
2nd year—1st six months.....		48	.61	29.77	.78	38.06	.82
2nd " "		48	.65	31.72	.82	40.02	.86
3rd year—1st six months.....		48	.66	33.67	.86	41.97	.90
2nd " "		48	.69	36.60	.92	46.85	.96
4th year—1st six months.....		48	.75	40.02	.99	48.31	1.03
2nd " "		48	.82	44.41	1.08	52.70	1.12
5th year—1st six months.....		48	.91	48.80	1.17	57.10	1.21
2nd " "		48	1.00	.91	.92	59.10	1.21
Apprentices—Main and Back Shops		per hr.	.69	30.87	.86	38.47	.90
Classified Labourers.....		44	.67	29.97	.84	37.58	.88
Unclassified Labourers.....		44	.82	40.02	.99	48.31	1.03
Running Shops		per hr.	.67	30.87	.86	38.47	.90
Stationary Firemen (also Main Shops).....		48	.82	40.02	.99	48.31	1.03
Oilers (also Main Shops).....		48	.70	34.16	.87	42.46	.91
Ashpitman.....		48	.69	33.67	.86	41.97	.90
Classified as Labourers.....		48	.67	32.70	.84	40.99	.88
Unclassified Labourers.....		48	.67	.67	.67	.67	.67
STATIONARY FIREMEN AND STORE LABOURERS—CANADIAN PACIFIC RAILWAY		per hr.	.69	30.87	.86	38.47	.90
Main and Back Shops		per hr.	.67	29.97	.84	37.58	.88
Classified Labourers.....		44	.82	40.02	.99	48.31	1.03
Unclassified Labourers.....		44	.70	34.16	.87	42.46	.91
Running Shops		per hr.	.82	40.02	.99	48.31	1.03
Stationary Firemen (also Main Shops).....		48	.82	34.16	.87	42.46	.91
Oilers (also Main Shops).....		48	.70	33.67	.86	41.97	.90
Ashpitman.....		48	.69	32.70	.84	40.99	.88
Classified as Labourers.....		48	.67	.67	.67	.67	.67
Unclassified Labourers.....		48	.67	.67	.67	.67	.67
Shop, Roundhouse and Stores Labourers—CANADIAN NATIONAL RAILWAY		per hr.	.68	33.18	.85	41.48	.89
Common Labourers—Lines.....		48	.68	30.42	.85	38.02	.88
Main Shop		per hr.	.68	30.42	.85	39.71	1.06
Classified Labourers—Lines.....		48	.72	35.14	.89	43.43	.93
Main Shop, Firebuilders, Coal Chute Delivermen—		48	.72	32.21	.89	39.71	.93
Ashpitman, Firebuilders, Coal Chute Delivermen—		48	.72	35.14	.92	44.90	.96
Stores Labourers—Lines.....		48	.76	37.09	.92	41.15	.96
Main Shop		per hr.	.76	34.00	.92	47.82	1.02
Stationary Firemen—Engineers.....		48	.81	39.53	.98	44.41	1.03
Engineers.....		48	.91	.91	1.03	32.70	1.12
Signal Maintainers and Helpers—CANADIAN PACIFIC RAILWAY		per mo.	55.98	283.20	65.40	292.80	67.62
Signal Maintainers on 1st Shift where two shifts are worked.....		48	182.40	42.12	51.55	232.80	53.76
Signal Maintainers Helper on 1st shift where two shifts are worked.....		48	1.01	48.48	56.64	1.22	58.56
Signal Maintainers 2nd Shifts.....		48	.76	36.48	44.64	.97	46.56
Signal Maintainers Helper 2nd Shifts.....		48	.76	.76	.76	.76	.76

Schedule I—Continued

CANADIAN PACIFIC RAILWAY COMPANY—CANADIAN NATIONAL RAILWAYS

Actual Rates of Pay and Weekly Earnings of Classes of Employees Involved in Dispute—Weekly Earnings Based on Hours Constituting a Normal Work Week

Group of Employees	Hours Constituting a Normal Work Week	Prior to March 1, 1948		Effective March 1, 1948 to August 30, 1950		Effective Aug. 31/50 Pursuant to Mtoe of Ryv. Opr. Act		As a Result of 40-Hour Week	
		Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings
 SIGNAL EMPLOYEES—CANADIAN NATIONAL RAILWAYS									
Signal Foremen.....	48	per mo. per hr. 1.06	275.00 50.85	63.51 1.23	310.36 59.04	71.68 1.27	318.68 58.56	73.60 1.56	317.29 60.96
Leading Hand Signal Maintainers and Mechanics.....	48	1.01	48.48	1.18	56.64	1.18	56.64	1.22	58.56
Signal Maintainers and Mechanics.....	48								
Asst. Signal Mechanics and Mechanics.....	48								
1st year—1st six months.....	48								
2nd ".....	48								
2nd year—1st six months.....	48								
2nd ".....	48								
3rd year—1st six months.....	48								
3rd ".....	48								
4th year—1st six months.....	48								
4th ".....	48								
5th year—1st six months.....	48								
5th ".....	48								
Signal Helpers.....	48								
Under 2 years experience.....	48								
Over 2 years and under 4 years.....	48								
Over 4 years experience.....	48								
 FREIGHT AND YARD OFFICE CLERKS, LOCOMOTIVE EMPLOYEES—CANADIAN PACIFIC RAILWAY									
Cashier—Minimum.....	48	per mo. 178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92
Maximum.....	48	219.21	50.62	254.57	58.73	262.89	60.71	261.50	60.39
Rate Clerk—Minimum.....	48	173.21	40.00	208.57	48.17	216.89	50.09	215.50	49.77
Maximum.....	48	193.21	44.62	228.57	52.79	236.89	54.71	235.50	54.39
Accountant—Minimum.....	48	198.21	45.78	233.57	53.94	241.89	55.86	240.50	55.54
Claims Clerk—Minimum.....	48	243.21	56.17	278.57	64.33	286.89	66.26	285.50	65.94
Maximum.....	48	173.21	40.00	208.57	48.17	216.89	50.09	215.50	49.77
Biller—Minimum.....	48	194.21	44.85	229.57	53.02	237.89	54.94	236.50	54.62
Maximum.....	48	158.21	36.54	183.57	44.70	181.89	46.63	180.50	46.31
Ledger Clerk—Minimum.....	48	179.21	41.39	214.57	49.55	222.89	51.47	221.50	51.15
Maximum.....	48	158.21	36.54	183.57	44.70	181.89	46.63	180.50	46.31
Stenographer—Minimum.....	48	148.21	34.23	183.57	42.39	191.89	44.32	190.50	44.00
Maximum.....	48	158.21	36.54	183.57	44.70	181.89	46.63	180.50	46.31
Call Boy—Minimum.....	48	86.56	19.99	121.92	28.16	130.24	30.08	128.85	29.76
Maximum.....	48	98.40	22.72	142.92	30.80	144.08	32.81	140.69	32.49
Train Clerk—Minimum.....	48	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92
Maximum.....	48	179.21	41.39	214.57	49.55	222.89	51.47	221.50	51.15
Car Checker—Minimum.....	48	158.21	36.54	183.57	44.70	181.89	46.63	180.50	46.31
Maximum.....	48	173.21	40.00	208.57	48.17	216.89	50.09	215.50	49.77

Loco. Foremen's Clerk—Minimum.....	42.28	184.39	42.58	183.00
—Maximum.....	48	176.07	40.66	241.89
—Maximum.....	48	45.78	233.57	55.86
—Maximum.....	48	23.67	53.94	240.50
—Maximum.....	48	102.48	137.84	144.77
—Maximum.....	48	104.32	32.02	146.61
—Maximum.....	48	24.09	139.68	33.86
Superintendents Office Farnham:				
Maintenance of Way Clerk.....	41	178.21	41.16	213.57
File Clerk and Stenographer.....	41	168.21	38.85	203.57
Clerk and Stenographer.....	41	153.21	35.38	188.57
Office of the Auditor Passenger Receipts:				
Clerk—Minimum.....	41	130.00	30.02	165.00
Clerk—Minimum.....	41	280.00	64.67	315.36
Clerk—Minimum.....	41	130.00	30.02	165.00
Comptometer Operator—Minimum.....	41	180.00	41.57	215.36
Junior Clerk—Minimum.....	41	80.00	18.48	110.00
Junior Clerk—Minimum.....	41	100.00	23.00	135.00
Office Boy—Minimum.....	41	65.00	15.01	90.00
Office Boy—Minimum.....	41	75.00	17.32	105.00
Stores Employees:				
Storemen—Running Shops.....	48	175.21	40.46	210.57
Material Handlers—Running Shops.....	48	36.00	per hr.	48.63
Storemen—Angus Shops.....	44	43.47	per hr.	44.16
Storemen—Angus Shops.....	44	0.89	per hr.	.96
Stockkeeper—Angus Shops.....	44	44.62	per hr.	44.16
Material Handlers—Angus Shops.....	44	33.00	per hr.	40.48
CLERICAL AND FREIGHT SHED EMPLOYEES—OPERATING, STORES, TRAFFIC AND PURCHASING DEPARTMENTS—CANADIAN NATIONAL RAILWAYS				
Miscellaneous Clerks—Minimum.....	48	140.21	32.38	175.57
Junior Clerks—Minimum.....	48	23.21	58.48	285.57
Junior Clerks—Minimum.....	48	116.16	26.83	141.16
Junior Clerks—Minimum.....	48	123.21	28.45	148.21
Class Rates: General Clerks—Sups' Offices.....	48	198.21	45.77	233.57
Staff Record Clerks—“.....	48	183.21	42.31	218.57
File Clerks—“.....	48	173.21	40.00	208.57
Sups' Secretaries—“.....	48	178.21	41.16	213.57
Clerk—Stenographers.....	48	168.21	38.85	203.57
Clerk—Typists.....	48	163.21	37.69	198.57
Stenographers.....	48	158.21	36.54	193.57
Bridge and Building Masters Clerks.....	48	183.21	42.31	218.57
Roadmasters Clerks.....	48	178.21	41.16	213.57
Train, Interchange, Crew Clerks, Weighmen and Siding Checkers—Yard Offices	48	178.21	41.16	213.57
Car Checker—Freight Slids:	48	159.21	36.77	194.57
—Minimum.....	48	42.31	42.31	50.48
—Maximum.....	48	43.00	221.57	51.17
Transpiration Labourers.....	48	32.64	per hr.	.85
Lorry Traders.....	48	.68	per hr.	.85
Lorry Traders.....	48	.75	per hr.	.85
Lorry Traders.....	48	36.48	per hr.	.76

Schedule I—Continued

CANADIAN PACIFIC RAILWAY COMPANY—CANADIAN NATIONAL RAILWAYS

Actual Rates of Pay and Weekly Earnings of Classes of Employees Involved in Dispute—Weekly Earnings Based on Hours Constituting a Normal Work Week

Group of Employee	Hours Constituting a Normal Work Week	Prior to March 1, 1948		Effective March 1, 1948 to August 30, 1950		Effective Aug. 31/50 Pursuant to Mce. of Opr. Rywy		As Result of 40-Hour Week	
		Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings
Clerical—ACCOUNTING AND TREASURY DEPTS.									
CANADIAN NATIONAL RAILWAYS									
Asst. Chief Bill Clerk—Toronto.....	41	per mo. 289.21	67.71	328.57	75.88	336.89	77.80	335.50	77.48
Asst. Chief Bill Clerk—Toronto.....	41	278.21	64.25	313.57	72.42	321.89	74.34	320.50	74.02
Asst. Chief R. & S. Material Distribution Clerk—Toronto.....	41	263.21	60.79	298.57	68.96	306.89	70.87	305.50	70.55
Senior Timekeepers—Toronto.....	41	232.21	58.48	288.57	66.44	286.89	68.56	295.50	68.24
Senior Timekeepers—Toronto and Moncton—Maximum.....	41	232.21	51.55	258.57	59.71	266.89	61.64	265.50	61.32
Senior Clerks—Toronto and Moncton—Minimum.....	41	232.21	56.17	278.57	64.33	286.89	66.26	285.50	65.94
Clerks—Toronto and Moncton—Maximum.....	41	243.21	33.07	178.57	41.24	186.89	43.19	185.50	42.84
Clerks—Toronto and Moncton—Minimum.....	41	233.21	53.86	268.57	62.02	276.89	63.95	275.50	63.63
Clerks—Revenue Accounting Dept.—Montreal	41	158.21	36.54	193.57	44.70	201.89	46.62	200.50	46.30
—Minimum.....	41	238.21	55.01	273.57	63.18	281.89	65.10	280.50	64.78
—Maximum.....	41	158.21	36.54	193.57	44.70	201.89	46.62	200.50	46.30
Stenographers—Minimum.....	41	168.21	38.65	203.57	47.01	211.89	48.63	210.50	48.61
—Maximum.....	41	148.21	34.23	183.57	42.39	191.89	44.32	190.50	44.00
Typists—Minimum.....	41	163.21	37.69	198.57	45.86	206.89	47.78	205.50	47.46
—Maximum.....	41	122.08	28.19	147.08	33.97	165.40	36.89	164.01	35.57
Junior Clerks—Minimum.....	41	126.21	29.61	153.21	35.38	161.53	37.30	160.14	36.98
Sorters—Minimum.....	41	110.24	25.46	135.24	31.33	143.56	33.15	142.17	32.83
—Maximum.....	41	118.21	27.30	145.21	33.07	151.53	34.99	150.14	34.67
DISPATCHERS, AGENTS, AGENT-OPERATORS, OPERATORS, ASSISTANT AGENTS, LINEMEN AND LEVermen									
CANADIAN PACIFIC RAILWAY									
Dispatcher.....	48	per mo. 320.00	73.90	355.36	82.07	363.68	83.99	362.29	83.67
Agent—Minimum.....	48	43.93	224.50	51.85	232.82	53.77	231.43	53.45	
—Maximum.....	48	345.71	79.84	380.00	87.76	388.32	89.68	386.93	89.36
Agent—Operator—Minimum.....	48	182.21	42.08	216.50	50.00	224.82	51.92	223.43	51.60
Operator—Minimum.....	48	261.21	60.33	285.50	68.24	303.82	70.17	302.43	69.85
—Maximum.....	48	175.21	40.46	209.50	48.38	217.82	50.30	216.43	49.96
Asst. Agent—Minimum.....	48	128.71	25.82	263.00	60.74	271.32	62.66	269.93	62.34
—Maximum.....	48	128.71	29.61	162.50	37.53	170.82	39.45	169.43	39.13
Linemen—Minimum.....	48	198.71	45.89	233.00	53.81	241.32	55.73	239.93	55.41
—Maximum.....	48	193.21	44.62	227.50	52.54	235.82	54.46	234.43	54.14
Levermen—Minimum.....	48	216.21	49.93	251.57	58.10	259.89	60.02	258.50	59.70
—Maximum.....	48	163.21	36.38	187.50	43.30	195.82	45.22	194.43	44.90

**RAILWAY AGENTS—OPERATORS, DISPATCHERS, ASSISTANTS,
LINEMEN**

CANADIAN NATIONAL RAILWAYS

Dispatchers and Train Movement Controllers.....	48	300.00	per mo.	73.90	82.07	per mo.	83.99	83.67
Traffic Supervisors and Train Movement Directors.....	48	298.00	355.36	68.82	333.36	76.99	341.68	362.29
Agents—Minimum.....	48	196.00	45.97	231.00	53.35	239.32	55.27	237.93
Agent—Maximum.....	48	305.00	70.44	343.00	79.21	351.32	81.14	349.93
Agent—Operators—Minimum.....	48	180.00	41.57	213.00	49.19	221.32	51.11	219.93
Agent—Operators—Maximum.....	48	268.00	61.89	303.00	69.98	311.32	71.90	308.93
Operators—Minimum.....	48	170.00	39.26	203.00	46.88	211.32	48.80	209.93
Operators—Maximum.....	48	295.00	51.96	261.00	60.28	269.32	62.20	267.93
Assistants, Clerical and Shed—Minimum.....	48	123.00	28.41	156.00	36.03	164.32	37.95	162.93
Assistants, Clerical and Shed—Maximum.....	48	203.00	46.88	238.00	54.97	246.32	56.89	244.93
Towerman, Leverman—Minimum.....	48	163.00	35.33	188.00	43.42	196.32	45.34	194.93
Towerman, Leverman—Maximum.....	48	180.00	41.57	218.00	50.46	226.30	52.31	225.11
L.H. Linemen and Linemen—Minimum.....	48	196.21	46.31	230.00	53.12	238.32	55.04	236.93
L.H. Linemen and Linemen—Maximum.....	48	218.21	40.24	250.00	57.74	255.32	59.66	256.93

COMMERCIAL TELEGRAPHERS AND CLERKS

CANADIAN PACIFIC RAILWAY

Wire Chief—Minimum.....	48	243.00	61.89	303.36	70.06	311.68	71.98	71.66
Wire Chief—Maximum.....	48	288.00	66.51	323.36	74.68	331.68	76.97	76.28
T. and R. Chiefs—Minimum.....	48	268.00	46.88	328.36	55.06	346.68	56.97	56.65
T. and R. Chiefs—Maximum.....	48	268.00	61.89	303.36	70.06	311.68	71.98	71.66
Morse Traffic Chiefs and Assistant Morse Traffic Chiefs—Minimum.....	48	243.00	56.12	278.36	64.29	286.68	66.21	285.29
Morse Traffic Chiefs and Assistant Morse Traffic Chiefs—Maximum.....	48	263.00	60.74	298.36	68.91	306.68	70.83	305.29
Automatic Supervisors—Minimum.....	48	278.00	33.81	216.36	61.98	276.68	63.90	275.29
Automatic Supervisors—Maximum.....	48	278.00	64.20	313.36	72.37	321.68	74.29	320.29
Asst. Automatic Supervisors—Minimum.....	48	233.00	33.81	268.36	61.98	275.68	63.90	275.29
Asst. Automatic Supervisors—Maximum.....	48	253.00	55.43	288.36	66.60	296.68	68.52	295.29
Printer Traffic Chiefs—Minimum.....	48	228.00	52.66	283.36	62.77	271.68	62.74	270.29
Printer Traffic Chiefs—Maximum.....	48	203.00	46.88	238.36	55.05	246.68	56.97	245.29
Asst. Printer Traffic Chiefs—Minimum.....	48	208.00	48.04	243.36	56.20	251.68	58.12	250.29
Equipment Mechanics—Minimum.....	48	263.00	46.88	238.36	55.05	246.68	56.97	245.29
Equipment Mechanics—Maximum.....	48	218.00	50.25	253.36	58.51	261.68	60.43	260.29
Foreman Installers.....	48	233.00	33.81	268.36	61.98	276.68	63.90	275.29
Installers—Helpers.....	48	206.00	48.27	244.36	56.43	252.68	58.36	251.29
Teleprinter Operators.....	48	189.00	43.65	224.36	51.82	232.68	53.74	231.29
Day Telephone Supervisors.....	48	178.21	41.10	213.57	49.32	221.89	51.24	220.50
Night Telephone Supervisors.....	48	173.21	40.00	203.57	48.17	216.89	50.09	215.50
Telephone Operators.....	48	163.21	37.69	198.57	45.86	206.89	47.78	205.50
Telephone Operators—Minimum.....	48	153.21	35.38	188.57	43.55	196.89	45.47	195.50
Telephone Operators—Maximum.....	48	163.21	37.69	198.57	45.86	206.89	47.78	205.50

COMMERCIAL TELEGRAPHERS, CLERKS AND INSTALLERS

CANADIAN NATIONAL RAILWAYS	48	243.21	56.17	per mo.	64.33	per mo.	66.26	65.94
Plant Chiefs, Plant Chiefs-in-charge—Minimum.....	48	368.21	70.02	338.57	78.19	346.89	80.11	345.50

Schedule 1. *Concluded*

CANADIAN PACIFIC RAILWAY COMPANY—CANADIAN NATIONAL RAILWAYS

Actual Rates of Pay and Weekly Earnings of Classes of Employees Involved in Dispute—Weekly Earnings Based on Hours Constituting a Normal Work Week

Group of Employees	Hours Constituting a Normal Work Week	Prior to March 1, 1948		Effective March 1, 1948 Pursuant to Mtgs. of Rywy. Opr. Act		Effective Aug. 31/50 Pursuant to Mtgs. of Rywy. Opr. Act		As a Result of 40-Hour Week		
		Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	
COMMERCIAL TELEGRAPHERS, CLERKS AND INSTALLERS										
<i>(Continued)</i>										
CANADIAN NATIONAL RAILWAYS										
<i>Chief Operators (Day, Early Night, Night)—Minimum—Maximum.</i>										
48	238.21	55.01	63.18	238.57	63.18	65.10	65.10	64.78	64.78	
48	273.21	63.10	71.26	308.57	71.26	73.18	73.18	72.86	72.86	
48	238.21	55.01	63.18	273.57	63.18	65.10	65.10	64.78	64.78	
48	268.21	61.94	70.11	303.57	70.11	71.11	71.11	71.71	71.71	
<i>Morse Supervisors—Minimum—Maximum—Repeater Attendants, Repeater Attendants—Minimum—Maximum.</i>										
48	228.21	52.70	63.57	60.87	271.89	62.79	70.55	62.47	62.47	
48	268.21	60.79	74.98	56.57	306.89	70.87	70.87	70.55	70.55	
48	218.21	50.39	53.57	58.56	261.89	60.48	260.50	60.16	60.16	
48	218.21	50.39	53.57	58.56	261.89	60.48	260.50	60.16	60.16	
48	223.21	66.56	323.57	74.73	331.89	76.65	330.50	76.33	76.33	
48	223.21	51.51	255.57	50.72	266.89	61.64	265.50	61.32	61.32	
48	210.75	48.67	246.11	56.84	254.43	58.76	253.04	58.44	58.44	
48	221.19	61.08	257.55	59.25	264.87	61.17	263.48	60.85	60.85	
48	199.92	46.17	235.28	54.34	243.60	56.26	242.32	55.94	55.94	
48	206.04	47.58	241.40	55.75	249.72	57.07	248.33	57.35	57.35	
48	175.44	40.52	210.80	48.68	219.12	50.60	217.73	50.28	50.28	
48	193.21	44.62	228.57	52.79	236.89	54.71	235.50	54.39	54.39	
48	203.21	46.93	228.57	55.10	246.80	57.02	245.50	56.70	56.70	
48	193.21	44.62	228.57	52.79	236.89	54.71	235.50	54.39	54.39	
48	243.21	66.17	278.57	64.33	286.80	66.26	285.50	65.94	65.94	
48	188.21	43.47	223.57	51.13	231.89	53.55	230.50	53.23	53.23	
48	238.21	55.01	273.57	63.18	281.89	65.10	280.50	64.78	64.78	
58	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92	50.92	
48	223.21	61.55	258.57	59.72	266.89	61.64	265.50	61.32	61.32	
48	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92	50.92	
48	168.21	38.86	203.57	47.01	211.89	48.94	210.50	48.61	48.61	
48	213.46	49.30	248.82	57.46	257.14	59.39	255.75	59.06	59.06	
48	168.21	37.69	168.57	45.86	206.89	47.78	205.50	47.46	47.46	
48	208.21	46.93	238.57	55.10	246.89	57.02	245.50	56.70	56.70	
48	138.21	31.92	173.57	40.09	181.89	42.01	180.50	41.69	41.69	
48	138.21	35.38	188.57	43.65	195.89	45.60	185.50	45.15	45.15	
48	142.71	32.96	178.07	41.12	186.39	43.05	185.00	42.73	42.73	
48	213.21	49.24	248.57	57.41	256.89	59.33	255.50	59.01	59.01	
48	123.21	38.45	155.57	36.62	166.89	38.54	165.50	38.22	38.22	
48	138.21	31.92	173.57	40.09	181.89	42.01	180.50	41.69	41.69	
48	108.21	24.99	143.57	43.57	143.57	33.16	150.50	33.08	33.08	
<i>Telephone Supervisors—Minimum—Maximum—Morse Operators—Minimum—Maximum—Automatic Multiplex, Teleprinter, Ticket Operators—Minimum—Maximum—Clerical—Minimum—Maximum—Clerks—Grades 1 and 2—Minimum—Maximum—Routing Aids.</i>										

EXPRESS EMPLOYEES

CANADIAN PACIFIC RAILWAY

Messengers—1st Class runs.....	51.51	258.57	59.67	265.50
2nd " "	213.21	49.21	248.57	57.37
3rd " "	203.21	46.90	238.57	55.06
4th " "	198.21	45.74	233.57	53.90
Express Vehiclemen—Maximum.....	48	158.21	36.51	139.57
—Minimum.....	48	141.13	213.57	44.67
Cartage Vehiclemen—Maximum.....	48	143.21	33.05	178.57
—Minimum.....	48	158.21	36.51	193.57
Warehousemen—Maximum.....	48	158.21	36.51	193.57
—Minimum.....	48	178.21	41.13	213.57
Waybill Clerk—Maximum.....	48	188.21	43.44	223.57
—Minimum.....	48	180.71	44.01	228.07
General Clerical Staff Head Office	48	178.21	41.13	213.57
General Clerks male	48	203.21	46.60	238.57
Senior Clerk—Record Clerk.....	48	213.21	49.21	248.57
Senior Clerk—Superintendents Office.....	48	203.21	46.90	238.57
General Accounting Office.....	48	203.21	46.90	238.57
Voucher and Expense Clerk.....	48	203.21	46.90	238.57

CLERICAL AND MISCELLANEOUS—EXPRESS AND CARTAGE SERVICE

CANADIAN NATIONAL RAILWAYS

Train Messengers—Passenger Trains.....	55.4	208.64	48.18	244.00
" "—Mixed.....	51.7	46.84	240.88	56.35
Clerical—Minimum.....	48	148.21	34.23	183.57
—Maximum.....	48	230.71	50.97	256.07
Foremen—Minimum.....	48	215.71	40.58	211.07
—Maximum.....	48	218.21	50.39	233.57
Mechanic.....	48	193.21	44.62	228.57
Mechanic Helper.....	48	172.80	39.91	208.16
Repairman.....	48	178.21	41.16	213.57
Serviceeman.....	48	157.80	36.44	193.16
Garageman.....	48	152.80	35.28	188.16
Stablemen.....	48	148.21	34.23	183.57
Tractor Operators.....	48	170.71	39.42	206.07
Motormen—Minimum.....	48	158.21	36.53	193.57
—Maximum.....	48	178.21	41.16	213.57
Wagonmen—Maximum.....	48	154.21	35.61	189.57
—Minimum.....	48	175.71	40.58	211.07
Vehicle Helpers—Minimum.....	48	138.21	31.92	173.57
—Maximum.....	48	144.21	33.30	179.57
Porters—Minimum.....	48	158.21	36.54	193.57
—Maximum.....	48	170.71	39.42	206.07

Schedule II

AVERAGE MONTHLY EARNINGS OF RUNNING TRADES (OR OPERATING) EMPLOYEES, YEAR 1949

CANADIAN NATIONAL RAILWAYS AND CANADIAN PACIFIC RAILWAY

	Canadian National Railways	Canadian Pacific Railway	Average Earnings C.N.R. and C.P.R. Combined
	\$	\$	\$
<i>Locomotive Engineers—</i>			
Passenger.....	441.00	472.00	456.00
Freight.....	382.00	383.00	383.00
Yard.....	326.00	330.00	328.00
<i>Locomotive Firemen—</i>			
Passenger.....	382.00	372.00	377.00
Freight.....	288.00	277.00	283.00
Yard.....	257.00	261.00	259.00
<i>Conductors—</i>			
Passenger.....	377.00	400.00	387.00
Freight.....	391.00	360.00	376.00
<i>Trainmen—</i>			
Passenger.....	295.00	315.00	304.00
Freight.....	262.00	279.00	270.00
<i>Yard Employees—</i>			
Yard Foremen.....	331.00	284.00	308.00
Yardmen.....	257.00	254.00	256.00

Schedule III

FACTS ABOUT THE CANADIAN PACIFIC RAILWAY'S PENSION PLAN

From January 1, 1903, to December 31, 1936, voluntary pensions were granted without contributions by the employees. Due to changed conditions it was necessary to establish a contributory plan effective January 1, 1937, the main provisions being as described briefly hereunder:—

1. Eligibility

All regular employees under age 40 on date of entry into the service. If entry was after January 1, 1937, membership in the Plan is compulsory.

2. Employees' Contributions

Each participating employee makes contributions equal to 3 per cent of salary or wages.

3. Company's Contributions

The Company bears the full cost of service prior to January 1, 1937 and the greater part of the cost of service after that date.

4. Selection of Type of Pension

A contributor may select either of the following:

- (a) A pension payable to himself only.
- (b) A joint and survivor pension. This is a reduced allowance to pensioner, one-half of which would be payable to surviving wife or dependent.

5. Calculating Service

One month allowed for each calendar month in which some service was performed, twelve such months being equal to a year of service. From January 1, 1937, however, only those months are allowed in which contributions were made.

Periods of absence to serve the cause of the Allies during World Wars I and II included at Company's expense.

6. Calculating Pension

Years of service multiplied by 1 per cent of average monthly pay for 10 years preceding age 65, or for the last 10 years if retired before that age.

7. Normal Retirement

Normal retirement age is 65 years, but retention beyond that age may be allowed under certain conditions.

8. Early Retirement

- (a) If retirement occurs between the ages of 60 and 65 years, due to disability, an allowance may be authorized by the Pension Committee.
- (b) If retirement occurs under age 60, in special circumstances an allowance may be authorized by the Pension Committee, subject to approval by the Board of Directors.

9. *Refund of Employees' Contributions*

Contributions are refunded where service definitely terminates before retirement. In the case of a contributor's death, refund is made to his legal representative.

Where death of a pensioner occurs before total pension payments equal the amount of contributions made, the difference is paid to his legal representatives.

10. *General*

Minimum pension is \$30 monthly except in the case of non-contributors who entered the service after January 1, 1912, whose annual allowance is equal to \$14.40 for each year of service subsequent to his last entry into the service and prior to January 1, 1937.

As a further temporary measure, where the allowance is in an amount less than \$45 monthly, the Company, effective from June 1, 1948, is providing out of its own funds, and without effecting a change in the minimum allowance payable under the pension rules, a supplemental allowance of \$5 monthly to all pensioners under seventy years of age, in receipt of amounts between \$30 and \$40 monthly, and in the case of pensioners receiving more than \$40 monthly and less than \$45 monthly, the supplemental

allowance is provided in an amount sufficient to bring the total payments for pension and special allowance up to \$45 monthly.

There are approximately 70,000 members of the pension plan and presently some 11,000 pensioners are in receipt of allowances, the average pension amounting to \$62.60 monthly.

Total pension payments from January 1, 1903 to December 31, 1949 amounted to \$75,223,000. In the year 1949 payment for pensions amounted to \$7,600,000 exclusive of levies in respect of employees covered by the United States Railroad Retirement Act. In addition, to assist in providing for increased pensions, the Directors authorized an increase from \$1,750,000 to \$3,000,000 in the annual contribution by the Company to the Pension Trust Fund.

The contributory pension plan is administered by seven members, four of whom are officers of the Company (the Vice-President, Finance, being Chairman) and three who are elected triennially from among the General Chairmen of the organized classes of employees of the Company having agreements with it, by a majority vote of such General Chairmen.

Schedule IV

INFORMATION ABOUT THE CANADIAN NATIONAL RAILWAYS' PENSION PLANS

The amalgamation (so-called) of the principal lines of railway (Grand Trunk Railway, Grand Trunk Pacific Railway, Canadian Northern Railway, Canadian Government Railway) which form the system now known as Canadian National Railways took place early in 1923. On a large part of the new system no pension plan had been adopted, since the Canadian Northern and the Grand Trunk Pacific had barely emerged from the construction stage and had few employees of retiring age.

There were two contributory pension plans in operation—one (of limited application) on the Grand Trunk (Grand Trunk Superannuation and Provident Fund Association) which, however, had been closed to new employees in 1907—and one on the Canadian Government Railways (Intercolonial and Prince Edward Island Railways and National Transcontinental Railway) which was closed to new entrants in 1929. The Grand Trunk Superannuation Association now has 12 contributing members and 143 drawing pensions. More will be said about the Canadian Government Railways' plan, the proper name of which is the Intercolonial and Prince Edward Island Railways Employees' Provident Fund. On

the Grand Trunk, a new non-contributory plan had been put into operation in 1908 applicable to all employees excepting those who remained members of the contributory plan above referred to.

The 1908 Grand Trunk plan provided, subject to prescribed age and service qualifications, that the company would pay to the employee, on retirement, a pension of 1 per cent of his highest average wage or salary during any ten consecutive years of his service multiplied by the number of years of service. For example, an employee who had forty years' service and whose highest average annual compensation during a ten-year period amounted to \$1,000 would receive 4% of \$1,000 or \$400 per annum.

After the amalgamation, steps were taken to resolve the many problems arising therefrom, and it was several years before a comprehensive pension plan for the new system was written. In the interval, as an expedient, the Grand Trunk plan was applied to retiring employees who were not otherwise provided for.

On August 1, 1929, the Canadian National pension plan came into force. Except for a few small details, the plan was the same as the Grand Trunk plan. The Canadian

Government Railways' contributory plan was concurrently closed to new entrants; in other words, after the general plan was adopted, all new employees were subject to the rules and regulations of the new plan.

A few years later, a review of the experience under this non-contributory plan created some concern that the Canadian National System could not continue to stand the growing cost of a pension scheme of that type. As a result of studies made, the present Canadian National Railways' pension plan became effective on January 1, 1935. This plan provided for a cut-off between the old and the new plan as of that date. With respect to employees in the service on that date, who entered the service before attaining the age 50, and who had more than 10 years' service prior to December 31, 1934, the company undertook to pay them if they remained in service to pension age, an amount calculated on the basis of the old plan, i.e., 1 per cent of the employee's highest average compensation during any ten consecutive years to January 1, 1935, multiplied by the number of years of service to that date. This is called a *Service Pension*. To those who had less than 10 years' service on January 1, 1935, and to employees who entered the service after that date, the company undertook to pay them a pension, without any financial contribution by the employee, of \$300 per annum, provided the employee remained in the service until reaching pension age. This is called a *Basic Pension*.

It was also provided that an employee having ten years' service might augment his service or basic pension by contributing to the pension trust fund, such contributions to be any even percentage from 1 per cent to 10 per cent of his salary or wages. The company undertook to match such contributions up to but not exceeding 5 per cent. The pension resulting from these joint contributions is known as a *Supplemental Annuity*, and in determining the employee's gross pension, is added to the service or basic pension. Contribution is not compulsory.

With respect to employees entering the service after January 1, 1935, the age limit for pension eligibility was reduced from fifty to forty-five. Effective January 1, 1947, the ten-year service requirement for contributions was waived except that the company's matching contribution does not commence until the 11th year of service.

For convenience, a summary of the salient features of the present general pension plan is given hereunder:—

Commenced—January 1, 1935.

Employee Contributions—Optional up to 10 per cent of total wages.

Company Contributions—Matching up to 5 per cent after 10 years' service, plus basic or service pension.

Refunds of Employee Contributions—With compound interest. Rule 44 with compound interest in case of death.

Qualifications for Pension—Age 65 with 20 years' service (15 years if entered service prior to January 1, 1935).

Qualifications for Disability—Age 60 years with 20 years' service.

Qualifications for Voluntary early Retirement—Age 60 with 35 years' service (Age 60 with 30 years' service at reduced rate).

Types of Pensions—Straight Life, Joint and Survivor, or Guaranteed.

Basis of Pensions

Service Pension

(a) With 10 or more years of service prior to January 1, 1935—1 per cent for each year of service of best 10 years' average to December 31, 1934, minimum \$25, also supplemental annuity and additional service pension referred to in (c) and (d) below.

Basic Pension

(b) Employees not covered in (a)—\$25 per month, also supplemental annuity referred to in (c) below.

Supplemental Annuity

(c) The product of employee and company contributions with compound interest, converted into an annuity based on approved actuarial tables.

Additional Service Pension

(d) If service pension, together with the supplemental annuity purchasable by a 5 per cent matched contribution, does not equal 1 per cent for each year of service of last 10 years average, the difference is made up by the Company. This provision compensates an employee who was a member of the previous plan, in respect of possible reduction in his pension under the new rules as compared with what it would have been under the old rules.

Example

Male employee, salary \$100 per month, who contributes \$5 per month to age 65 throughout the entire period of service, with compound interest at 3 per cent, pension expressed as a straight life annuity.

Years of Service	(a) Basic Pension	(b) Supplemental Annuity	(c) Total Pension
20	\$25	\$20.16	\$45.16
25	25	28.96	53.96
30	25	39.15	64.15
35	25	50.97	75.97
40	25	64.67	89.67

A pension, where salary is \$175 per month with 5 per cent contributions, would be Column B x 175 plus \$25.

100

A 5-year guarantee is 96.02 per cent of Column C; 10-year is 86.48 per cent; 15-year is 75.32 per cent; and joint and survivor (both age 65) is 72.91 per cent of Column C.

The Intercolonial Provident Fund, hereinbefore referred to, has (December 31, 1949) 5,091 contributing members and 3,155 drawing pension. The principal features of the plan are as follows:—

Commenced—April 1, 1907.

Entry age limit—35 years if inexperienced in railway work; 45 years if experienced or if professionally employed.

Employee Contributions—1½ per cent of wages.

Company Contributions—Matching, with a limitation of \$100,000 per annum.

NOTE: The fund having been insolvent for many years, the Company has had to make up the annual deficit which, for the year 1949, was \$3,002,888.

Refunds of Employee Contributions—Total contributions on severance by company for other than misconduct; 90 per cent in case of death; both without interest.

Qualifications for pension—Age 65 with 15 years' service.

Qualifications for disability—15 years' service.

Qualifications for voluntary early retirement—Age 60 with 35 years' service.

Type of Pension—Straight Life.

Basis of Pension—1½ per cent for each year of service of last 8 years' average earnings, minimum \$30 per month, maximum $\frac{2}{3}$ or 8-year average.

During the year 1949, a total of 15,671 persons received pension allowances from the Canadian National Railways. The total pension costs were \$12,705,434, which includes \$2,474,460 as provision for pensions which will be paid subsequently. Of the total cost, \$11,562,547 was assumed by the Company.

Schedule VI

COMPARISON OF MALE AND FEMALE OFFICE AND OTHER OCCUPATION RATES OF PAY, CANADIAN NATIONAL RAILWAYS

vs.

SURVEY MONTREAL AREA, BY QUEBEC INDUSTRIAL RELATIONS INSTITUTE

QUEBEC INDUSTRIAL RELATIONS INSTITUTE SURVEY—CANADIAN NATIONAL RAILWAYS

Title	* Rate wtd. average	Title	Railway Sept. 1/50	Proposed Rate as Result of 40-Hour Week
Bookkeeper—Grade 1.....	249.00	Assistant accountant.....	281.89	280.34
" —Grade 2.....	195.00	Chief collection clerk.....	256.89	255.34
Cashier.....	247.00	Cashier.....	266.89	265.34
Calculating machine operator—Gr. 2	158.00	Comptometer operator.....	201.89	200.34
Stenographer—Senior.....	173.00	Stenographer (a).....	206.89	205.34
Stenographer—Intermediate.....	160.00	Stenographer.....	201.89	200.34
File Clerk—Grade 1.....	172.00	File clerk (b).....	216.89	215.34
Timekeeper—Grade 1.....	223.00	Timekeeper.....	246.89	245.34
" —Grade 2.....	195.00	Asst. timekeeper.....	226.89	225.34
General Clerk—Junior.....	132.00	Clerk (b) (Probationary).....	161.89	160.34
Office Boy.....	91.00	Office boy (b) (under 21 years).....	119.88	118.33
Elevator operator—Passenger.....	170.00	messengers (over 21 years).....	131.53	129.98
Key Punch operator—Senior.....	183.00	Sorters (under 21 years).....	137.64	136.09
" " " —Intermediate.....	151.00	(over 21 years).....	146.53	144.98
" " " —Junior.....	146.00	Elevator operator (c).....	191.89	190.34
Chauffeur.....	194.00	Key punch operator.....	196.89—201.89	195.34—200.34
		(a) (over 4 years).....	186.89—191.89	185.34—190.34
		(a) (2 to 3 years).....	171.68—177.60	170.13—176.05
		(a) (less than 2 years).....	216.89	215.34
		Chauffeur (d).....		
NOTE: All positions are in Bonaventure Freight Office except as shown:				
(a) Revenue Accounting Department.				
(b) Operating Department.				
(c) Central Station.				
(d) Stores Department.				

Schedule V

COMPARISON OF RATES OF PAY IN EFFECT IN GENERAL INDUSTRY—MONTREAL, TORONTO AND CENTRAL ONTARIO WITH COMPARABLE RAILWAY CLASSIFICATIONS

Survey Classification	Railway Classification	Weighted Average Central Ontario Except Toronto	Weighted Average Montreal	Proposed Rate as Result of 40-Hour Week		(Per Hour)	(Per Hour)
				(Per Hour)	Railway Rate Sept. 1/30		
Blacksmith Grade 1.....	Blacksmith.....	\$ 1.31	\$ 1.29	\$ 1.08	1.18	1.09	\$ 1.36
Blacksmith Grade 2.....	Blacksmith helper.....	1.06	1.13	1.03	1.08	1.03	1.31
Blacksmith Grade 3.....	“	1.08	1.17	1.27	1.24	1.26	1.34
Carpenter Grade 1.....	Coach carpenter.....	1.30	1.27	1.21	1.18	1.19	1.28
“ Grade 2.....	Frt. carpenter.....	1.17	1.21	1.19	1.18	1.19	1.24
“ Grade 3.....	Bridgeman.....	1.04	1.08	1.01	1.01	1.01	1.04
Electrician (Mtce) Grade 1.....	Electrician (rule 128).....	1.40	1.34	1.23	1.23	1.26	1.45
“ Grade 2.....	Lineman (rule 129).....	1.26	1.24	1.20	1.20	1.22	1.28
“ Grade 3.....	Electrical helper.....	1.08	1.13	1.00	1.00	1.00	1.06
Labourer (Inside).....	Shop Labourer.....	1.00	1.05	.88	.89	.89	1.06
“ (Outside).....	Sectionman.....	1.04	1.04	.92	.92	.88-.93	1.08
Machinist (Mtce) Grade 1.....	Machinist.....	1.42	1.33	1.27	1.27	1.26	1.45
“ Grade 2.....	“	1.28	1.26	1.20	1.20	1.22	1.28
“ Grade 3.....	“	1.10	1.16	1.16	1.16	1.16	1.20
“ (Prod) Grade 1.....	Machinist.....	1.31	1.22	1.20	1.20	1.20	1.30
“ Grade 2.....	“	1.20	1.07	1.10	1.07	1.10	1.15
“ Grade 3.....	“	1.10	.95	1.28	1.22	1.23	1.26
Painter (Mtce) Grade 1.....	Coach Painter.....	1.19	1.17	1.19	1.17	1.19	1.24
“ Grade 2.....	Frt. Car Painter.....	1.19	N/A	1.20	1.23	1.20	1.26
“ Grade 3.....	B and B Painter.....	1.17	N/A	1.22	1.22	1.22	1.28
Reveiver Grade 1.....	Coach Painter.....	1.11	1.13	1.13	1.13	1.13	1.15
“ Grade 2.....	Frt. Car Painter.....	1.11	1.13	1.32	1.23	1.26	1.30
Pipe Fitter Grade 1.....	Pipe Fitter.....	1.36	1.26	1.24	1.24	1.24	1.42
“ Grade 2.....	“ (Air Brake).....	1.15	1.29	1.24	1.24	1.24	1.48
Plumber Grade 1.....	Plumber (B and B).....	1.29	1.21	1.18	1.18	1.21	1.36
“ Grade 2.....	Frt. Shed Checker.....	1.14	1.14	1.14	1.14	1.14	1.20
Receiver Grade 1.....	Frt. Shed Checker.....	1.06	1.06	1.06	1.06	1.06	1.16
“ Grade 2.....	Trucker.....	1.06	1.06	1.06	1.06	1.06	1.16
Shippers Grade 1.....	Frt. Shed Checker.....	1.18	1.23	1.23	1.23	1.23	1.38
“ Grade 2.....	“	1.06	1.13	1.13	1.13	1.13	1.20
“ Grade 3.....	Frt. Trucker.....	1.08	1.03	.88	.88	.88	1.16
Helper (Prod.).....	Helper.....	1.00	1.02	.97	.97	.97	1.16
Welder (Mech.).....	Welder (Mech.).....	N/A	N/A	1.03	1.03	1.03	1.04
“ Grade 2.....	Rail Welder.....	1.18	N/A	1.24	1.24	1.24	1.48

Collective Agreements and Wage Schedules

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining

Metal Mining

SCHUMACHER, ONT.—MCINTYRE PORCUPINE MINES, LIMITED AND PORCUPINE MINE WORKERS' UNION, LOCAL 100 (CCL).

Agreement to be in effect from July 1, 1950, to June 30, 1951; either party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement within the period of 2 months prior to the expiry date. The company recognizes the union as the sole and exclusive collective bargaining agent for all eligible employees. There will be no discrimination, intimidation, or coercion because of an employee's union or non-union affiliation.

Hours: 8 per day 6 days per week, except where by established practise certain groups of employees work a longer shift for 5 days and a shorter shift on the sixth day, a 48-hour week in either case, with the exception of some surface workers. *Overtime:* time and one-half for all work in excess of the normal working hours, double time on 4 specified *paid holidays*.

Vacations with pay: after one year's continuous service one week, after 5 years' continuous service 2 weeks.

Hourly wage rates for certain classes: mining department—shaft leaders \$1.28, shaftmen \$1.13, shaft inspectors, steel and bit-man, drill repairmen, diamond drill runners \$1.09; machine men, muckers-leaders, mucking machine operators, chute blasters, timbermen, trackmen, pipe-fitters, car repairman (underground), motormen, scalers, grizzlemen, ore-pass-men, waste-pass-men, crushermen, skip tenders, cage tenders, powdermen, sanitation men, lamp servicemen, samplers, trammers, fuse cutters and tamping men (surface), ventilation maintenance men, saw filers \$1; slusher maintenance men, cagers \$1 to \$1.05; helpers, nippers, deckmen 93 cents; timber yard and treating plant—treating plant operator, sawyer \$1.09; butt sawyer, timber framer \$1; timber handlers 93 cents; gas locomotive operator 93 cents, helper 87 cents; labourers 87 cents, casual 77 cents; crushing plant 87 to 99 cents; mill—pipefitters, carpenters, sewing machine operators, solutions operators \$1.02; mechanics 99 cents and \$1.02; painters 96 and \$1.02; clarifier operators, samplers, pump

operators, supplymen, filter operators, flotation operators, tube mill operators 96 cents; helpers 93 and 96 cents, labourers 87 cents; assay office 90 cents to \$1.10; *apprentice* rate starts at 50 cents with a 5 cents per hour increase every 6 months until the lowest helper rate is reached; high school boys on vacation (on extra crews) 52 cents. A cost-of-living bonus of 15 cents per hour has been incorporated in the above basic hourly rates.

Escalator clause: the company agrees to continue the cost-of-living bonus up to a maximum of 7 cents per hour. It is to be based on the Dominion Bureau of Statistics' cost-of-living index: for every increase (or decrease) of one point in the index above 161.8 the bonus shall be increased (or decreased) by 25 cents per week.

Both parties agree to explore the possibility of instituting a *pension plan* "which will provide for a minimum pension of say \$50 a month".

Provision is made for *seniority rights* and *grievance procedure*.

SCHUMACHER, ONT.—CONIAURUM MINES LIMITED AND PORCUPINE MINE WORKERS' UNION, LOCAL 100 (CCL).

Agreement to be in effect from August 1, 1950, to July 31, 1951; either party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement within the period of 2 months prior to the expiry date. The company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees. There shall be no discrimination against any employee because of his race, colour, religious creed or political belief or because of membership or non-membership in any lawful union or for participating in affairs of the union.

Hours: underground—8 hours from collar to collar; delays in the hoisting and lowering schedules in excess of 15 minutes shall be paid for at straight time; surface—3-shift work—8 hours per day 6 days a week; steady day shift—8½ hours for 5 days and 5½ hours for one day, a 48-hour week in either case; hoistmen, cage-tenders and deckmen on a two shift basis shall lower the shift and return it to surface as part of their regular shift's work. *Overtime:* time and one-half for all time worked in excess of an employee's daily schedule or in excess of 48 hours in any work week (except where longer week is due to regular change in shift), double time for work on 4 specified *paid holidays*.

Vacations with pay: one week after one year's continuous service, 2 weeks after 5 years' continuous service.

Wages: to the scale of wages in effect prior to the date of the agreement shall be added, as a general hourly increase, the cost-of-living bonus of 15 cents. If there should be any change in the price received by the company for its gold, the parties may re-open negotiations regarding wages.

Escalator clause: the company agrees that, commencing at a cost-of-living index of 161.9

as a base (replacing the previous base index of 133.1), the cost-of-living bonus will be continued for the duration of the agreement up to a maximum of 5 cents per hour; for each point by which the index exceeds 161.9 each employee will be paid a bonus equal to 2½% of a cent per hour.

The parties will explore the possibility of instituting a *pension plan* which would provide a minimum pension of about \$50 a month.

Provision is made for *seniority rights and grievance procedure*.

TIMMINS, ONT.—DELNITE MINES LIMITED AND PORCUPINE MINE WORKERS' UNION, LOCAL 100 (CCL).

Agreement to be in effect from October 1, 1950, to September 30, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one between Coniaurum Mines Limited and Porcupine Mine Workers' Union, summarized above, with the following exceptions:

Hours: the hours of work for employees on steady day shift shall be 8 per day 6 days a week, except for employees who by custom have worked a longer day for 5 days a week and a shorter day on the sixth.

The *cost-of-living bonus* will be continued up to a maximum of 7 instead of 5 cents.

No provision is made for an exploration of the possibility of instituting a *pension plan*.

PAMOUR, ONT.—BROULAN PORCUPINE MINES LIMITED AND PORCUPINE MINE WORKERS' UNION, LOCAL 100 (CCL).

Agreement to be in effect from September 15, 1950, to September 14, 1951. There shall be no discrimination or intimidation because of any activity or lack of activity, past or future, of any employee in respect to union activity or membership.

Hours: the schedules of hours in effect at the date of this agreement shall be maintained except if this should be impractical due to lack of work.

The provisions regarding overtime, paid holidays, vacations with pay and wages are similar to the ones in the agreement between Delnite Mines Limited and Porcupine Mine Workers' Union summarized above.

Manufacturing

Vegetable Foods

CHATHAM, ONT.—LIBBY, MCNEILL AND LIBBY OF CANADA, LIMITED, AND THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 127.

Agreement to be in effect from November 1, 1950 to October 31, 1951, and thereafter, subject to notice. The company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees.

Check-off: effective August 1, 1950, a modified "Rand Formula" is to be part of the agreement: the penalties which may be exercised against the union differ from the penalties provided under the "Rand Formula" and dues are automatically deducted from employees' pay only after 4 months of continuous service.

Hours: 9 per day 5 days a week, a 45-hour week. *Overtime:* time and one-half for

work in excess of above hours, except for a 4-week period on peas and a 6-week period on tomatoes and corn, when the hours shall be unrestricted for all plant employees and no overtime shall be paid; similar provisions may be made for new seasonal products. Time and one-half shall also be paid for work on Labour Day and on Sundays, except for employees regularly scheduled to work on Sundays; double time for work on 7 specified *paid holidays* (an increase of 1 from previous agreement). The company shall have the right to require hours of work including overtime and night work; penalties are provided for employees refusing to work the sixth day in a week during seasonal work. Available hours of work shall be distributed equally as far as possible; when night work is required, the company shall endeavour to rotate the employees required for such work in a fair and equitable manner.

Vacations with pay: effective January 1, 1951, the company will grant to all employees one week after 1 year's continuous service, 2 weeks after 5 years' service and 3 weeks after 15 years' service (previously only females were granted 3 weeks after 15 years' service, males after 20 years).

Wages: effective October 30, 1950, the minimum hourly wage rates for all regular year around employees shall be: for men 95 cents, for women 80 cents (an increase of 5 cents per hour over previous rates).

Provision is made for *seniority rights and grievance procedure*.

Tobacco and Liquors

REGINA, SASK.—SICKS' REGINA BREWERY LIMITED AND INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL, SOFT DRINK AND DISTILLERY WORKERS OF AMERICA, LOCAL 318.

Agreement to be in effect from July 1, 1950, to July 1, 1952, and thereafter from year to year, subject to notice.

Union security: the company agrees to employ only members in good standing with the union. If the union cannot supply help within 48 hours, the company may hire other help on permit cards for a probationary period of 2 months after which they must become members of the union. During the busy season from May 1 to September 1, extra help may be employed as long as such employment does not cause any lay-offs of union members. All such extra help must have permit cards issued by the union. No employee shall be discriminated against nor discharged for his activity as a union member. Should it be necessary to reduce the number of employees no union members shall be discharged. They shall be laid off impartially and in rotation in their respective departments for not less than one day, nor more than one week at a time. Only union made malt shall be used. All other union made materials and machinery shall be given preference. The company shall be allowed to use the union label on all packages and cooperage provided all the provisions of the agreement are strictly lived up to.

Hours: for other than operating engineers —8 per day Monday through Friday, a 40-hour week, except where employees are required to work on Saturday morning, in which case they shall be entitled to $\frac{1}{2}$ day off with pay in the next succeeding week;

for operating engineers—8 per day 5 days a week, a 40-hour week on continually rotating shifts (the previous agreement provided for a 44-hour week for all employees). *Overtime*: time and one-half for all work in excess of above hours and for work on Saturday afternoons; double time for work on Sundays and, in the case of operating engineers, for work in excess of 48 hours per week; double time and one-half for work on 9 specified *paid holidays* (previously 8 holidays were paid for).

Vacations with pay: 2 weeks to all union members after one year's service, 3 weeks after 20 years' service, except in the case of operating engineers and night watchmen who shall be granted 3 weeks after one year's service and 4 weeks after 20 years' service.

Minimum hourly wage rates: brewing department—first cellar man, first brewhouse man, first washhouse man \$1.26½; brewhouse and cellar men, racking, pitching and washing machine operators \$1.21; brewhouse and cellar helpers, washhouse helpers with over one year's service \$1.15½; beginners, first 6 months \$1.04½, after 6 months \$1.10; bottling department—filler, labeller, crowner, soaker operators \$1.21; bottleshop men \$1.04½ to \$1.15½; engineering department—operating engineers, second class \$252.66 (per month), third class \$237.66 (per month); general mechanics \$1.26½; labourers, first 6 months \$1.04½, second 6 months \$1.10, after 1 year \$1.15½; miscellaneous employees—carpenter and painter \$277.66 (per month), gatemen \$165.66 (per month), truck driver \$187.66 (per month), watchman 99 cents.

Cost-of-living bonus: if and when the Dominion Bureau of Statistics' cost-of-living index reaches 172.5 the bonus shall be paid on the basis of 5 points and any rise over 172.5 shall also be paid for. If and when the index falls below 172.5 the bonus shall be discontinued.

Provision is made for *seniority rights and grievance procedure*.

Printing and Publishing

MONTRÉAL, P.Q.—THE MONTRÉAL STAR COMPANY, LIMITED, AND INTERNATIONAL TYPOGRAPHICAL UNION, No. 176.

Agreement to be in effect from May 15, 1950, to November 14, 1951, and for such reasonable time thereafter (not exceeding 30 days) as may be required for the negotiation of a new agreement. This agreement is similar to the one previously in effect (L.G., July, 1949, p. 874) with the following change:—

Hourly wage rates are now: for the first 12 months of the agreement (May 15, 1950, to May 14, 1951)—for day work \$1.80, for night work \$1.97½, for lobster and split shifts \$2.05½ (an increase of 15, 16 and 16 cents, respectively, over the previous rates); for the last 6 months of the agreement (May 15, 1951, to November 14, 1951)—for day work \$1.85, for night work \$2.02½, for lobster and split shifts \$2.10½. Apprentices' rates—31 per cent of journeymen's scale during first 6 months, 32 per cent during second 6 months, 35 per cent during third 6 months and 40, 45, 50, 55, 60, 68, 74, 79 and 84 per cent respectively during the fourth, fifth, sixth, seventh, eighth, ninth, tenth, eleventh and twelfth 6 months.

Fur and Leather Products

TORONTO, ONT.—ASSOCIATED FUR MANUFACTURERS OF TORONTO AND THE FUR WORKERS' UNION, LOCALS 21479, 21480 AND 21481 OF THE AMERICAN FEDERATION OF LABOUR.

Agreement to be in effect from April 15, 1950, to April 15, 1952, and thereafter from year to year, subject to 60 days' notice.

Union security: all workers in the shops shall be members in good standing with the union. All new help shall be secured through the union; if the latter is unable to furnish suitable help within 48 hours the employer may secure help any other way, provided, however, that any experienced or classified help so secured must join the union within 2 weeks.

Check-off: the employers agree to deduct from the wages of all their employees union dues, amounting to 2 per cent of the employees' regular wages, and also all other duly levied assessments, and to remit same to the union weekly.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime*: time and one-half for all work in excess of above hours, provided that an employee must first have worked his full 40 hours during the week before being entitled to overtime rates; double time and one-half for work on 7 specified *paid holidays*. The principle of equal division of work shall be adhered to, having regard to the practical working of the shops and to the ability of the employees to perform the work. All employees who have worked for 4 weeks shall be entitled to share in the division of work. There shall be no contracting, sub-contracting, piece-work, or homework. No foreman shall be allowed to work in the factory at work other than his duties as foreman may require. Where there are more than one employer in the firm only one of them shall be allowed to work in the factory.

Vacations with pay: after 4 months' service 1 week, after 1 year's service with the same employer 2 weeks. Employees who work during the holiday period at any place whatsoever will be penalized by the loss of their vacation pay. Any employer allowing such work to be done in his factory shall be penalized a similar amount in addition to any penalty imposed on him by the Association.

Minimum weekly wage rates: cutters, first class \$65, second class \$55; operators, finishers, first class \$48, second class \$42; blockers and squarers \$39.60, after 5 years' service \$45.60; tapers and assistant finishers (to be classed as second class finishers) \$42. Employees who are members of the union shall be entitled to an increase of 10 cents per hour from September 1, 1950. Wage adjustments between the 2 parties shall be made only during the month of February (except in the case of not fully skilled workers whose wages may be adjusted from time to time), provided that any adjustment agreed upon shall not come into effect until April 15 of the year the adjustment was made.

Apprentices: the ratio of apprentices shall be one to every 13 workers. Apprentices shall become members of the union after one year's service in the industry.

Sick Benefit and Hospitalization Fund: the employers will continue to maintain a Sick Benefit and Hospitalization Fund to be administered by a joint committee with equal representation from the union and the employers. The employers shall each contribute 1½ per cent of the regular weekly payroll to the fund. Should any health and insurance scheme be instituted by the Provincial or Federal Governments this plan shall immediately cease to function.

Provision is made for the *adjusting of disputes and complaints*.

TORONTO, ONT.—BLACHFORD SHOE MANUFACTURING COMPANY LIMITED AND THE NATIONAL UNION OF SHOE AND LEATHER WORKERS, LOCAL 19.

Agreement to be in effect from October 2, 1950, to June 30, 1951, and thereafter from year to year, subject to 30 days' notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

Union security: all present employees to whom this agreement applies shall, as a condition of employment, become and remain members of the union in good standing. New employees shall join the union within one month from the date of employment. All part-time workers must become members of the union.

Hours: 8½ per day Monday through Friday, a 42½-hour week. **Overtime:** time and one-half for work performed outside of the regular daily working hours. There shall be no work on Saturdays, Sundays and on 8 *paid holidays*, except as negotiated with the shop committee. No supervisor or foreman shall perform work during regular or overtime hours when regular employees are available, except for demonstration or instruction or in case of emergency.

Vacations with pay: after 1 year's continuous service 2 weeks, after 20 years' service 3 weeks (this last provision is a new one); employees with 3 months' but less than one year's continuous service shall receive 2 per cent of their earnings in the period that they have worked for each week of the vacation period.

Hourly wage rates: for males—minimum rate 85 cents, operation of covering 87 cents, "A" jobs \$1.22, "B" jobs \$1.02; for boys—minimum rate 62 cents, increased to 72 cents after one year; for females—starting rate 52 cents, increased to job rate as follows: after 1 year—group 1 (including cementing, pulling, rubbing edges, ironing, singeing) 60 cents, group 2 (including doubling, lining, punching, sorting, trimming, creasing, dressing, shaping, packing, handmarking) 66 cents, group 3 (including closing, eyeletting, taping, repairing, folding) 72 cents; after 18 months—group 4 (binding, cording, fancy stitch, perforating, skiving) 78 cents, group 5 (vamping, top stitching) 84 cents. (With a few exceptions, the above rates represent an increase of 12 cents per hour over the previous rates.) Where female help is used to replace male help, the principle of equal pay for equal work shall prevail.

Provision is made for *seniority rights and grievance procedure*.

Metal Products

SYDNEY, N.S.—DOMINION IRON AND STEEL LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 1064.

Agreement dated October 6, 1950, to continue in effect until March 31, 1952, and thereafter from year to year, subject to 30 days' notice. The company recognizes the union as the sole bargaining agency for all eligible employees. There shall be no discrimination, interference, restraint, intimidation or coercion because of membership or non-membership in the union. When hiring new employees the company agrees to give consideration to former union members, if available, and to residents of the immediate vicinity, and to encourage new employees to become members of the union.

Check-off: the company agrees to make deductions for union dues, but only upon presentation of a card signed by the employee in the presence of a witness who has also signed; such card and all cards already in possession of the company, unless withdrawn 7 days after the signing of the agreement, shall be irrevocable, except for union employees promoted to confidential positions.

Hours: the standard working shift shall be 8 hours (for a job on a continuous basis the 8 hours include the lunch period). From April 1, 1950, to October 28, 1950, the standard work week is to be 44 hours; from October 29, 1950, to June 30, 1951, the working schedule shall be arranged so that employees will work three 40-hour weeks and one 48-hour week in each consecutive 4 weeks; from July 1, 1951, to March 31, 1952, the standard work week shall be 40 hours. **Overtime:** time and one-half for work in excess of the scheduled standard work shift (provided it exceeds 15 minutes) or the standard work week (except in the case of certain dock-workers who shall be paid straight time for any extra time worked) and for work on Sundays to those classes who have heretofore been similarly paid; double time for work on 8 specified *paid holidays*; employees, not qualifying for the holiday allowance, who work on any of the 8 holidays shall be paid time and one-half for such work.

Vacations with pay: 1 week after 1 year's continuous service, 2 weeks after 3 years' service (previously after 5 years' service) and 3 weeks after 25 years' service. The minimum number of shifts which must be worked to obtain full vacation credits is 268 for 1950 and 257 for 1951, less shifts not worked because of accidents, sickness, union duties, jury duty, etc. (previously the minimum requirement was 270 shifts).

Hourly wage rates in effect March 31, 1950, shall be amended as follows: there shall be paid a bonus of 2½ cents per hour for every hour paid for from April 1, 1950, to October 28, 1950, inclusive; from October 29, 1950, to June 30, 1951, all rates shall be increased to 4·65 per cent above the March 31, 1950, rates; commencing July 1, 1951, all rates shall be increased 12½ per cent above the March 31, 1950, rates. Where female help is employed the principle of equal pay for equal work shall apply.

Provision is made for *seniority rights, grievance procedure, the health and safety*

of employees and the setting up of joint committees to study welfare and pension problems.

TORONTO, ONT.—THE ORNAMENTAL IRON AND BRONZE CONTRACTORS' SECTION OF THE TORONTO BUILDERS EXCHANGE AND THE INTERNATIONAL BROTHERHOOD OF BOILER-MAKERS, IRON SHIPBUILDERS AND HELPERS OF AMERICA, LOCAL 128.

Agreement to be in effect from July 1, 1950, to June 30, 1951, and thereafter from year to year, subject to 90 days' notice.

Union security: all union members shall, as a condition of employment, maintain their membership in the union; new employees must become members within 30 days from the date of their employment.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for work after the regular hours Monday through Friday up to 10 p.m. and for work on Saturdays up to 5 p.m. (with the exception of maintenance and house-cleaning work on Saturdays from 8 a.m. to 12 noon); double time thereafter and for work on Sundays and 8 specified holidays 3 of which are paid holidays (previous agreement provided for 2 paid holidays).

Vacations with pay: vacation pay amounting to 4 per cent of an employee's earnings shall be granted to all employees in the form of stamps. Vacations shall be given during the months of June, July or August.

Minimum hourly wage rates: special layout men and erectors \$1.40; fitters, blacksmiths and erectors \$1.30, welders \$1.25, rollermen and shearers, continuous operation, \$1.20, helpers \$1, labourers 95 cents; apprentices, first 6 months 55 cents, second 6 months 65 cents and so on to \$1.25 for tenth 6 months. (The above rates are 5 cents per hour higher than the previous rates.)

Apprentices shall be at least 16 years of age. Five years shall constitute the complete apprenticeship period. One apprentice will be allowed for each 3 mechanics; if an employer has fewer than 3 mechanics he shall be allowed one apprentice.

Provision is made for seniority rights and grievance procedure.

MONTRÉAL, P.Q.—WARDEN KING LIMITED AND THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 528.

Agreement to be in effect from September 15, 1950, to September 14, 1951, and thereafter from year to year, subject to notice. At any time between March 1 and March 31, 1951, the company agrees to re-open negotiations on wage rates and hours of work upon receiving 15 days' notice from the union. The company recognizes the union as the sole collective bargaining agency for all eligible employees. There shall be no discrimination, interference or coercion practised with respect to any employee because of his membership or non-membership in the union.

Check off: the company agrees to deduct monthly union dues and initiation fees from the pay of employees who so authorize and to remit same to the union. The authorization may be cancelled only upon the employee giving 10 months' notice.

Hours: 9 per day Monday through Friday, a 45-hour week; the company agrees to notify

the union 2 weeks in advance of any reduction in the hours of work. **Overtime:** time and one-half for work in excess of 8½ hours per day Monday through Friday and for work on Saturday up to the completion of 16 working hours, double time for work in excess of 16 consecutive hours Monday through Saturday and for work on Sundays and triple time for work on 8 specified paid holidays.

Rest and wash-up periods: two 10-minute rest periods and a 10-minute wash-up period daily will be granted all employees covered by the agreement to be paid at the employees' regular hourly rate or, in the case of piece-workers, at their average piece-work rate.

Vacations with pay: after 2 months' service ½ day for each month in excess of 2, after 1 year's service 1 week, after 2 years' service 1 week and 1 day, after 3 years' service 1 week and 2 days, after 4 years' service 1 week and 3 days, after 5 years' service 2 weeks and after 25 years' service 3 weeks.

Wages (effective June 1, 1950): piece-work rates—all previous piece-work rates shall be increased by a percentage so that the increased rates shall represent a 5 cents per hour increase; **hourly rates** (where 3 rates are given they are for classes A, B and C, respectively): radiator foundry—pourer \$1.46, \$1.41, \$1.36; moulding machine operator, shake-out, stacker, car pusher, top plate \$1.20; helper \$1.20, \$1.12, \$1.07; radiator cleaning—tumbling mill operator, snappers \$1.24, \$1.17, \$1.12; testers \$1.27, \$1.20, \$1.15; radiator core—bakers oven tenders, core rap-out, strainer core makers \$1.27, \$1.22, \$1.17; radiator core makers \$1.17, \$1.12, \$1.07; radiator machine—machinist setter \$1.37, \$1.32, \$1.27; set-up man \$1.32, \$1.27, \$1.22; tapping machine operator, radial drill operator \$1.29, \$1.23, \$1.18; shipper \$1.22, \$1.17, \$1.12; machine operator \$1.20, \$1.15, \$1.10; truckers, checkers, testers helpers, radiator building machine operator \$1.17, \$1.12, \$1.07; spray painter \$1.22; boiler foundry—shake-out, moulding machine operator, mould finisher, top plate, core setter, pourer \$1.20; floor moulder \$1.42, \$1.37, \$1.32; jobbing foundry—pit moulders, floor moulders \$1.42, \$1.37, \$1.32; bench moulders \$1.37, \$1.32, \$1.27; crane operators \$1.32, \$1.27, \$1.22; pit moulders (improver) \$1.27, \$1.22, \$1.17; helpers \$1.17, \$1.12, \$1.07; boiler machine shop—machinist and setter, tool grinder and setter, reaming machine operator \$1.37, \$1.32, \$1.27; heavy machine operator \$1.32, \$1.26, \$1.21; bench fitter \$1.30, \$1.24, \$1.19; boiler assembler \$1.25, \$1.19, \$1.14; stock keeper \$1.22, \$1.17, \$1.12; nipple machine operator, tool crib attendant \$1.17, \$1.12, \$1.07; maintenance—master electrician, master plumber and steamfitter \$1.52, \$1.47, \$1.42; journeyman electrician, general maintenance welder, millwright \$1.42, \$1.37, \$1.32; general maintenance \$1.39, \$1.34, \$1.29; blacksmith \$1.37, \$1.32, \$1.27; electrician helper, plumber and steamfitter helper \$1.27, \$1.22, \$1.17. The following special rates are provided for certain classes for all productive hours worked: pourers, shake-out \$1.42 to \$1.60; top plate, moulders, core setter, mould finisher \$1.42; for all non-productive labour hours they shall revert to their regular hourly rate. **Apprentices**—first 6 months 87 cents with an increase of 5 cents per hour every 6 months; after 3 years they shall

advance to the "C" rated improvers' hourly rate. The company will continue to pay bonuses in the foundries to units with a low percentage of scrap. The above rates are from 10 to 15 cents per hour higher than the rates provided in the previous agreement.

Night shift differential: a bonus of 12½ per cent per hour shall be paid for work on the second and third shifts.

Provision is made for *grievance procedure* and *seniority rights*.

ST. CATHARINES, ONT.—ENGLISH ELECTRIC COMPANY OF CANADA LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 4152.

Agreement to be in effect from July 12, 1950, to July 11, 1952, and for a further period of one year unless either party gives notice of termination at least 60 days before the expiry date.

Union security: all employees, subject to the provisions of this agreement, who are members of the union, shall remain members during the term of this agreement. New employees shall become members of the union within 30 days and will then be subject to deductions for initiation fee and union dues.

Check-off: the company will deduct union dues monthly from the pay of all employees within the bargaining unit and remit same to the union.

Hours: from July 14, 1950—8½ per day Monday through Thursday, 7½ on Friday, a 4½-hour week; from July 15, 1951—8 per day Monday through Friday, a 40-hour week. (Previous agreement provided for a 42½-hour week.) *Overtime:* time and one-half for work on Saturdays and for the first 4 hours in excess of the normal daily hours, double time thereafter and for work on Sundays, double time and one-half for work on 8 specified *paid holidays*, provided, however, that when an employee has been absent without authorization, overtime payment shall be limited to hours worked beyond the scheduled hours for that week. (The previous agreement provided for time and one-half for all hours in excess of the normal daily hours.)

Rest periods: employees will be granted one 10-minute rest period per shift (pre-

viously two 10-minute rest periods were granted) and one 5-minute wash-up period.

Vacation pay shall be 2 per cent of annual earnings after 3 months' continuous service, 2½ per cent after 2 years' continuous service, 4 per cent after 3 years and 6 per cent after 20 years' continuous service.

Hourly wage rates for certain classes (excluding supervisors and learners) for the periods beginning July 14, 1950, and July 15, 1951, respectively: pattern shop—patternmaker 89 cents to \$1.57 and 93 cents to \$1.63; boxmaker \$1.12 to \$1.29 and \$1.17 to \$1.34; woodworker \$1.12 to \$1.35 and \$1.17 to \$1.40; cabinet maker and carpenter \$1.23 to \$1.39 and \$1.28 to \$1.45; clerk, female 89 to 93 cents and 93 to 97 cents; machine shop \$1.12 to \$1.46 and \$1.17 to \$1.52; press room \$1.12 to \$1.35 and \$1.17 to \$1.40; transformer \$1.12 to \$1.35 and \$1.17 to \$1.40; motors \$1.12 to \$1.32 and \$1.17 to \$1.37; inspection \$1.12 to \$1.46 and \$1.17 to \$1.52; switchgear \$1.12 to \$1.39 and \$1.17 to \$1.45; toolroom \$1.12 to \$1.62 and \$1.17 to \$1.68; welding \$1.12 to \$1.40 and \$1.17 to \$1.46; test \$1.16 to \$1.46 and \$1.21 to \$1.52; packing and crating \$1.12 to \$1.29 and \$1.17 to \$1.34; shipping \$1.12 to \$1.21 and \$1.17 to \$1.26; maintenance \$1.12 to \$1.45 and \$1.17 to \$1.51; general labour \$1.12 and \$1.17; females, in various departments 89 cents to \$1.08 and 93 cents to \$1.12. (The rates for the period beginning July 14, 1950, are in most cases 8 cents per hour higher than the previous rates.)

An *off-shift premium* of 6½ per cent shall be paid employees on a regularly scheduled shift commencing after 2 p.m.

Provision is made for *seniority rights* and *grievance procedure*.

Construction

TORONTO, ONT.—THE ORNAMENTAL IRON AND BRONZE CONTRACTORS' SECTION OF THE TORONTO BUILDERS EXCHANGE AND THE INTERNATIONAL BROTHERHOOD OF BOILER-MAKERS, IRON SHIPBUILDERS AND HELPERS OF AMERICA, LOCAL 128.

The agreement between the parties summarized above under Manufacturing: Metal Products applies as well to erection work in this industry.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement and the amendment of five others. In addition to those summarized below, they include: the amendment of the agreement for barbers and hairdressers at Victoriaville published in the *Quebec Official Gazette* of December 2, and amendments to the agreements for barbers and hairdressers at Chicoutimi and at Quebec in the issue of December 9.

A request for a new agreement for longshoremen (ocean and inland) at Sorel and requests for the amendment of the agreements for the printing trades at Montreal, for barbers and hairdressers at Valleyfield and at Joliette were gazetted November 25. Requests for the amendment of

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

the agreements for the shoe manufacturing industry and for truck drivers at Montreal were published December 2. Requests for the amendment of the agreements for the corrugated paper box industry, for the ladies' cloak and suit industry and for tannery workers in the province and for the building trades at St. Hyacinthe were gazetted December 9; requests for the amendment of the agreements for garage employees at Quebec and for the uncorrugated paper box industry, for millinery workers and for tannery employees in the province were gazetted December 16.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties.

Manufacturing

Fur and Leather Products

SHOE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated November 23, and gazetted December 2, extends the term of the previous Orders in Council for this industry (L.G., Jan.-Feb., 1948, p. 50, April, p. 331, Nov., p. 1245; Jan., 1949, p. 65; Jan., 1950, p. 77, Nov., p. 1902, and previous issues) to February 1, 1951.

Metal Products

ORNAMENTAL IRON AND BRONZE WORKERS, MONTREAL.

An Order in Council, dated November 16, and gazetted November 25, makes obligatory the terms of a new agreement between The Builders' Exchange Inc., representing certain companies engaged in the ornamental iron and bronze industry and the United Steel Workers of America, Local 2366. Agreement to be in effect from November 25, 1950, to November 24, 1952, and thereafter from year to year, subject to notice. The agreement is administered by the Building Materials Joint Committee and applies to the manufacture and erection of industrial and building metalwork (with the exception of structural steel framing for buildings) and to architectural work in all metals used for ornamentation; architecturally or for utilitarian purposes.

Territorial jurisdiction comprises the Island of Montreal, Ile Bizard, the counties of l'Assomption, Terrebonne, Laval, Deux-Montagnes, Argenteuil, Soulange, Vaudreuil, Beauharnois, Châteauguay, La Prairie, Chamby, St. Jean and Iberville.

Hours: 8 per day, 4 on Saturday, a 44-hour week. However, by mutual agreement between employer and employees, the 44-hour week may be distributed by working 9 hours per day Monday to Thursday, 8 hours on Friday.

Overtime is payable at time and one-half, double time for work on Sundays and 7 specified holidays, as provided for in the former agreement. Employees are now entitled to 3 paid holidays instead of 2 as provided for in the previous agreement.

Minimum hourly wage rates for mechanics and erectors are increased from \$1.17 per hour to \$1.25; fitters, blacksmiths from \$1.04 to \$1.12; helpers (shop or field) from 90 cents to \$1 per hour. Rates for apprentices-mechanics are based on a percentage of the mechanics' rates and are as follows: from 25 per cent during the first 6 months to 75 per cent during the fourth year. *Night shift* employees to receive a premium of 10 per cent in excess of the day rates. Employees called to work will receive a minimum of 4 hours at prevailing rates for each time called if no work is available.

Cost-of-living escalator clause: this agreement shall be re-opened whenever the cost-of-living index, as established by the Dominion Bureau of Statistics, shall have advanced 5 points in the City of Montreal. The wage rates herein established shall then be readjusted on a percentage basis, calculating from the index figure in effect on September 21, 1950, on which date the agreement was signed.

Vacation: one week with pay after one year of service; 2 weeks with pay after 7 years of continuous service. One-half day for each full month of service to those employed less than one year and one full day for each full month of service to those employees entitled to 2 weeks' vacation with pay who have not completed the current year of service. (The provision governing 2 weeks' vacation with pay was not included in the terms of the former agreement.)

Provision is made for apprenticeship regulations and for board, room and travelling expenses for *out-of-town work*.

Construction

BUILDING TRADES, MONTREAL.

An Order in Council, dated November 30, and gazetted December 9, amends the previous Orders in Council for this industry (L.G., June, 1950, p. 874, Oct., p. 1679, Nov., p. 1904, Dec., p. 2067).

Minimum hourly wage rates for employees of the elevator construction industry in the Montreal region are increased by 13 cents per hour for mechanics and by 10 cents per hour for helpers, so that the new minimum wage rate for mechanics is \$1.75 and for helpers, \$1.23 per hour.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During November

(1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of November the Department of Labour prepared 120 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 136 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.	9,836	\$65,136,992.33
Post Office.	15	181,474.93
Public Works.	5	36,415.21
R.C.M.P.	7	178,987.78

(3) *Arrears of Wages.*

During the month of November the sum of \$438.56 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contract. This amount was distributed by the Department to the 21 employees concerned.

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING NOVEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Agriculture				
Between Cardston and Lethbridge	Raising C.P.R. Crossings at Miles 42-3 and 42-43, St. Mary Milk River Project. Alta.	Mary Continental Construction, Ltd., Regina, Sask.	\$ 72,915 00	Mar. 14, 1950
Canadian Commercial Corporation				
St. John's, Nfld.	Conversion of coal burning unit to oil, H.M.C.S. "Avalon"	John Clouston, Ltd., St. John's, Nfld.	22,625 00	Aug. 21, 1950
Summerside, P.E.I.	Installation of an underground steam distribution system, Connolly & Twizel, Ltd., Montreal P.Q.	239,359 00	July 14, 1950	
Chatham, N.B.	Construction of runway and drainage system, R.C.A.F. Diamond Construction Co., Ltd., Fredericton, N.B.	491,643 00	Aug. 11, 1950	
Dartmouth, N.S.	Station. Installation of heating systems in hangars 108 and 109, T. P. Lushby & Co., Ltd., Halifax, N.S.	19,008 95	Nov. 17, 1950	
Hammond Plains, N.S.	Construction of mast bases and anchor blocks, R.C.C.S. Annapolis Valley Construction, Ltd., Truro, N.S.	19,650 00	Nov. 18, 1950	
Quebec, P.Q.	Receiving Station. Armoury Building, The Citadel, R.C.A.F. Building	Eugene Falardreau, Ltd., Quebec, P.Q. R. M. Clark Construction Co., Ltd., Montreal, P.Q.	8,345 00	Nov. 20, 1950
St. Hubert, P.Q.	Construction of automatic VHF/D/F Building	4,447 00	Aug. 15, 1950	
Camp Borden, Ont.	Station. Construction of a Technical Training Building, R.C.A.F. A. W. Robertson, Ltd., Toronto, Ont.	875,000 00	Oct. 26, 1950	
Camp Borden, Ont.	Construction of a 250 man barrack block	Bennett-Pratt Ltd., Weston, Ont.	583,210 00	June 19, 1950
Camp Borden, Ont.	Repairs to sub-structure and floors, Airmen's Mess, A-181, R.C.A.F. Station	Howie Construction, Ltd., Toronto, Ont.	10,650 00	Nov. 30, 1950
Camp Borden, Ont.	Interior and exterior painting, Building P. 27 and R.C.A.S.C. J. I. Salt, Ltd., Toronto, Ont.	3,800 00	July 11, 1950	
Centralia, Ont.	Repairs to hanger doors on seven hangars at R.C.A.F. Station	Richards-Wilcox Canadian Co., Ltd., London, Ont.	9,689 00	Nov. 22, 1950
Downview, Ont.	Exterior painting of buildings, R.C.A.F. Station	John W. Bawing, Ltd., Toronto, Ont.	15,753 00	Nov. 10, 1950
Kingston, Ont.	Alterations to heating system, Fort Frontenac	Kingston & Salmon, Ltd., Prescott, Ont.	52,200 00	Nov. 4, 1950
London, Ont.	Re-paving of roads, R.C.A.F. Station	A. Cope & Sons, Ltd., Hamilton, Ont.	8,161 50	Aug. 23, 1950
Rockcliffe, Ont.	Provision of forty vehicle garage	M. Sullivan & Son, Ltd., Amprior, Ont.	124,413 00	Nov. 8, 1950
Trenton, Ont.	Laying culvert and filling drainage ditch, R.C.A.F. Station	Valley Construction Co., Hurndean's Bridge, Ont.	7,330 00	Aug. 16, 1950
Rivers, Man.	Sub-floor repairs to various buildings, R.C.A.F. Station	Colbourg Flooring & Roofing Co., Cobourg, Ont.	35,396 60	Dec. 4, 1950
Rivers, Man.	Exterior painting of buildings, R.C.A.F. Station	National Painting & Decorating, Ltd., Toronto, Ont.	13,900 00	Dec. 4, 1950
Rivers, Man.	Paving with asphalt, and repair to runway shoulders and ends of older parking areas, C.J.A.T.C.	Commonwealth Construction Co., Ltd., Winnipeg, Man.	20,600 00	Dec. 11, 1950
Rivers, Man.	Repairs to roofs, C.J.A.T.C.	W. A. Moffatt Co., Toronto, Ont.	73,087 50	June 20, 1950
Calgary, Alta.	Re-flooring drill hall, R.C.A.F. Station	C. M. Smith & Son, Calgary, Alta.	13,155 00	Nov. 8, 1950
Namao, Alta.	Repairs to roads and surface drainage, No. 9403 Unit	Standard Gravel & Surfacing of Canada, Ltd., Calgary, Alta.	16,878 00	Nov. 10, 1950
R.C.A.F. Station.	Exterior covering of hangars and warehouses, R.C.A.F. Axel Johnson Construction, Ltd., Edmonton, Alta.	77,328 25	Nov. 14, 1950	
Ralston, Alta.	Interior painting of residences	William Siglett & Co., Ltd., Calgary, Alta.	20,900 00	Nov. 7, 1950
Boundary Bay, B.C.	Construction of concrete sidewalks, permanent quarters, Van-D. M. McKenzie & Son, Vancouver, B.C.	Columbia Bitulithic, Ltd., Vancouver, B.C.	13,713 00	Nov. 8, 1950
Boundary Bay, B.C.	Erection of fences for permanent married quarters, Van-D. M. McKenzie & Son, Vancouver, B.C.	9,197 87	Nov. 7, 1950	
Esquimalt, B.C.	Provision of permanent SIDS and outside stairway, Belmont B.C.	Northern Construction Co., & J. W. Stewart, Ltd., Vancouver, B.C.	12,000 00	Feb. 9, 1950
Jericho Beach, B.C.	Battery.	Commonwealth Construction Co., Ltd., Vancouver, B.C.	13,450 00	Nov. 14, 1950
Kamloops, B.C.	Construction of stand-by power house	Eric Larsen, Ltd., North Kamloops, B.C.	6,942 50	Dec. 1, 1950
Whitehorse, Y.T.	Repairs to river bank protection, No. 15 'X' Depot.	Marwell Construction Co., Ltd., Vancouver, B.C.	619,782 00	July 17, 1950
	Construction of a 166 man barrack block.			

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING NOVEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Central Mortgage and Housing Corporation				
Albro Lake, N.S.	Landscapeing.	Rosehall Nurseries, Ltd., Brantford, Ont.	\$ 8,793.42	Aug. 23, 1950
	Construction of a school, Stage II, H.M.C.S., "Shearwater".	Audia Construction Co., Ltd., Bridgewater, N.S.	226,600.00	
		Salmsen & Sons, Ltd., Halifax, N.S.	2,985.00	*
Dartmouth, N.S.		Town of New Glasgow, New Glasgow, N.S.	4,972.31	
Halifax, N.S., N.S.		The Nova Scotia Light & Power Co., Ltd., Halifax, N.S.	14,235.75	June 6, 1950
New Glasgow, N.S.		The Nova Scotia Light & Power Co., Ltd., Halifax, N.S.	3,285.08	
	Installation of overhead electrical lighting system.	Trynnor Construction Co., Ltd., St. George, N.B.	53,655.25	Oct. 25, 1950
		George Malbee, Saint John, N.B.	1,750.00	*
Tufts Cove, N.S.	Erecting power lines.	George Malbee, Saint John, N.B.	2,445.30	*
Tufts Cove, N.S.	Erection of a tank and construction of pipeline.	George Malbee, Saint John, N.B.	7,200.00	Oct. 30, 1950
Chatham, N.B.	Driveaway servicing of "Terminal Houses".	Maritime Landscape Gardening Co., Moncton, N.B.	16,336.00	
Saint John, N.B.	Construction of parking area and guard fences.	George Malbee, Saint John, N.B.	2,416.61	*
Saint John, N.B.	Removal of earth for parking areas.	George Malbee, Saint John, N.B.	35,610.00	Oct. 31, 1950
Saint John, N.B.	Landscapeing.	Bedard-Girard, Ltd., Montreal, P.Q.	115,956.90	Oct. 30, 1950
	Installing cellar floors, drains, etc., and also excavation.	Raoul Plourde & Fils, Desnies, L'Assomption, P.Q.	5,400.00	
	Installation of electrical services.	E. M. Meeks, Montreal, P.Q.	1,628.00	*
	Installation of ground services.	Lakeside Construction Co., Montreal, P.Q.	1,965.00	
	Completion of landscaping for 30 houses.	A. Gravel & Fils, Montreal, P.Q.	1,850.00	*
		Arthur Guérin, Rouyn, P.Q.	8,000.00	July 28, 1950
		Forlin & Lamontagne, Frel, Ville St. Joseph, P.Q.	2,760.00	
Bagotville, P.Q.	Construction of houses walks.	Smith Doors, Ajax, Ont.	4,000.00	*
Bagotville, P.Q.	Installation of doors and inserts for entrances.	Griffith & Crane Construction Co., Grimsby, Ont.	1,434.79	
Farnham, P.Q.	Repair filter beds re: sewage disposal plant.	Moran Enterprises, Picton, Ont.	1,396.00	*
Montreal, P.Q.	Construction of temporary roads.	The Cabinet Shop, Barrie, Ont.	1,300.00	
Montreal, East, P.Q.	Roof coating.	El P.A. Construction Co., London, Ont.	2,100.00	*
Rouyn, P.Q.	Installation of storm doors and painting.	Thomas G. Wilcox & Sons, Ltd., Midland, Ont.	22,860.20	*
St. Hubert, P.Q.	Installation of doors.	Ontario Construction Co., Ltd., St. Catharines, Ont.	1,263.43	
Ajax, Ont.	Landscapeing pathways and house walks at 88 houses.	New Method Insulation Co., Ltd., Fort William, Ont.	9,265.00	Oct. 31, 1950
Ajax, Ont.	General work.	E. R. Tremblay, Ottawa, Ont.	1,362.00	
Ajax, Ont.	Insulation of 100 houses, Projects 5/48 and 9/48.	E.P.A. Construction Co., London, Ont.	2,125.00	*
Ajax, Ont.	Grinding and installation of a pump.	Covello Bros., Merritton, Ont.	1,530.00	
Barrie, Ont.	Installation of combination storm doors.	Mon Construction, St. Catharines, Ont.	2,125.00	*
Brantford, Ont.	Waterproofing basements.	McDonald & Lyon, North Bay, Ont.	8,000.00	
Camp Borden, Ont.	Work on wooden walks.	H. A. Hennessy, North Bay, Ont.	3,600.00	*
Centralia, Ont.	Stripping top-soil.	Sterling Construction Co., Ltd., Windsor, Ont.	1,246.27	Oct. 20, 1950
Fort William, Port Arthur, Ont.	Clearance of all standing timber.	Sterling Construction Co., Ltd., Windsor, Ont.	57,806.10	Oct. 20, 1950
Gloucester, Ont.	Construction of 170 housing units.			
Kitchener, Ont.	Construction of sewers and watermains, etc., to service 170 houses (approx.)			
Niagara Falls, Ont.				
Niagara Falls, Ont.				
North Bay, Ont.				
North Bay, Ont.				
North Bay, Ont.				
Pembroke, Ont.	Insulation and storm windows, etc.	E. Vadeboncourt, Hull, P.Q.	1,739.65	*
Thorold, Ont.	Elimination of deficiencies.	Covello Bros., St. Catharines, Ont.	1,105.00	*
Toronto, Ont.	Landscapeing, Danforth Court.	A. T. Johnson, Toronto, Ont.	2,139.50	
	Installation of 500 combination doors.	Service Hardware, Ltd., Windsor, Ont.	11,490.00	Oct. 30, 1950
	Installation of driveway.	Sterling Construction Co., Ltd., Windsor, Ont.	4,776.30	*
	Elimination of deficiencies.	Carl Henry, Gadsill, Ont.	1,510.75	*
	Elimination of deficiencies.	Woodstock, Ont.	4,169.50	*
	Construction of maintenance warehouse and alterations to existing workshop.	T. S. Glover, Calgary, Alta.	3,853.00	

Edmonton, Alta.	Construction of sewer and water services, roads and walks. . .	Sparkling-Davis Co., Ltd., Edmonton, Alta.	116,940 78 | Oct. 18, 1950
Leduc, Alta.	Installation of furnace burners and hot water heaters.	Leduc Plumbing & Heating, Leduc, Alta.	2,267 59
Nanaimo, Alta.	Construction of roads.	Arthur A. Voice, Edmonton, Alta.	27,425 00 | July 21, 1950
Nanaimo, Alta.	Installation of an elevator.	Hume & Rumble, Ltd., Edmonton, Alta.	Sept. 15, 1950
Boundary Bay, B.C.	Installation of street lighting and fire alarm systems.	J. H. McRae Co. Ltd., Vancouver, B.C.	17,381 00 | Oct. 17, 1950
Chilliwack, B.C.	Installation of new pump units and relay installation of present pump units.	Daglish Bros., Ltd., Chilliwack, B.C.	1,810 41
Marcoule Point, B.C.	Grading and paving of streets and driveways.	Williams & Carothers, Ltd., Vancouver, B.C.	21,846 00 | Sept. 14, 1950
Vancouver, B.C.	Landscape at "Renfrew Heights".	Board of Park Commissioners, Vancouver, B.C.	30,000 00
Vancouver, B.C.	Watermain maintenance.	Baynes-Manning, Ltd., Vancouver, B.C.	2,213 17
Vancouver, B.C.	Installation of water services and repairs.	Baynes-Manning, Ltd., Vancouver, B.C.	2,546 22
Vancouver, B.C.	Surveing.	Underhill & Underhill, Vancouver, B.C.	1,632 20
Vancouver, B.C.	Miscellaneous grading.	Howard Shindell, Westminster, B.C.	1,678 29
Vancouver, B.C.	Construction of garages, painting storage building, and asphalt paving of yard area.	Robinson Bros. Construction Co., Ltd., New Westminster, B.C.	5,436 42 | Nov. 3, 1950
Vancouver, and New Westminster, B.C.	Porch screening.	B.C. Anchor Fence Co., Vancouver, B.C.	3,701 36

National Harbours Board

Halifax, Harbour N.S.	Construction of transit shed, Pier 3 at No. 4 Elevator.	E. G. M. Cape & Co., Montreal, P.Q.	1,110,134 00 | June 7, 1950
Vancouver Harbour, B.C.	Construction of fill for railway spur at Pier 250.	MacKenzie Barge & Derrick Co., Ltd., Vancouver, B.C.	19,170 00 | Nov. 17, 1950
Chalk River, Ont.	Erection of an extension to Building 250.	Robertson Construction & Engineering Co., Ltd., Niagara Falls, Ont.	400,000 00 | Aug. 14, 1950

Department of Public Works

Drum Head, N.S.	Removal of old wharf.	J. P. Porter Co., Ltd., Montreal, P.Q.	7,500 00 | Sept. 21, 1950
Halifax, N.S.	Alterations to 6th floor Federal Building.	Foundation Maritime, Ltd., Halifax, N.S.	13,250 00 | Nov. 3, 1950
Kentville, N.S.	Construction of an agricultural science service laboratory.	M. A. Condon & Son, Kentville, N.S.	227,243 00 | Oct. 26, 1950
Shubenacadie, N.S.	Construction of a nursing station.	Joseph S. Surette, El Brook, N.S.	9,700 00 | Sept. 8, 1950
Sydney, N.S.	Additional mooring facilities.	J. P. Porter Co., Ltd., Montreal, P.Q.	14,942 40 | Aug. 21, 1950
Levis, P.Q.	Construction of a quarantine barn.	Eugene Jinchereau, Quebec, P.Q.	49,980 00 | Sept. 25, 1950
Montreal, P.Q.	Construction of the Delormier Postal Station.	J. A. A. Leclair, Dupuis, Ltd., Montreal, P.Q.	190,574 00 | Nov. 9, 1950
St. Anne de Bellevue, P.Q.	Drainage, paved walks and games surface, Military Hospital.	J. Trudeau & Fils, Ltée, Ste. Anne de Bellevue, P.Q.	16,990 00 | Sept. 8, 1950
St. Codelroi, P.Q.	Wharf replacement.	George K. Steele, New Caithness, P.Q.	70,990 00 | Sept. 14, 1950
Eliss, (Lake Kapuskasing), Ont.	Construction of a wharf.	Thos. McDonald, Kirkland Lake, Ont.	4,560 00 | Aug. 23, 1950
Hamilton, Ont.	Repairs to parapet, Dominion Public Building.	W. H. Yates Construction Co., Ltd., Hamilton, Ont.	22,677 00 | Nov. 15, 1950
London, Ont.	Installation of automatic sprinklers in Wards "G", "H", "J" and "K", Westminster Hospital.	Vipond Automatic Sprinkler Co., Toronto, Ont.	30,197 00 | Nov. 8, 1950
London, Ont.	Installation of grounds' lighting, Westminster Hospital.	Alford Electric, Ltd., London, Ont.	13,878 00 | Sept. 22, 1950
London, Ont.	Repairs to flashings and coping stones, Active Treatment Building, Westminster Hospital.	McKay-Cocker Construction, Ltd., London, Ont.	8,430 00 | Nov. 4, 1950
Ottawa, Ont.	Alterations to 2nd floor—South Wing—Temporary Building.	Dagenais and Major, Ltd., Ottawa, Ont.	15,199 00 | Nov. 25, 1950
Ottawa, Ont.	No. 5.	Copeland J. E. Copeland Co., Ltd., Ottawa, Ont.	31,588 00 | Oct. 31, 1950
Ottawa, Ont.	Ventilation and alterations to radiation, etc., Building.	Addition to Auxiliary Building, Radiology Laboratory, A. Lanctot Construction Co., Ottawa, Ont.	46,694 00 | Sept. 25, 1950
Ottawa, Ont.	National Research Laboratories, Sussex Street.		

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING NOVEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Public Works				
Ottawa, Ont.	Repairs to roofs—Connaught Building, Tunney's Pasture Development, Thomas Fuller Construction Co., Ltd., Ottawa, Ont.	J. R. Douglas, Ltd., Ottawa, Ont.	\$ 7,237 00	Nov. 25, 1950
Ottawa, Ont.	Power plant building, Sunnybrook Hospital.	Thomas Fuller Construction, Ltd., Toronto, Ont.	616,560 00	Oct. 26, 1950
Toronto, Ont.	Road and drainage improvements, Sunnybrook Hospital.	Kamlee Construction, Ltd., Toronto, Ont.	20,880 00	Oct. 19, 1950
Killarney, Man.	Erection of new Public Building.	Peer Leitch Construction, Ltd., Winnipeg, Man.	98,998 00	Oct. 13, 1950
Lockport, Man.	Improvements to bridge (main deck and handrail, South B. A. Blyth, Toronto, Ont.)	South B. A. Blyth, Toronto, Ont.	107,235 00	Aug. 8, 1950
Winnipeg, Man.	Improvements to bridge (main deck and handrail, South B. A. Blyth, Toronto, Ont.)	Rander Sigurdson, Winnipeg, Man.	51,500 00	June 21, 1950
Winnipeg, Man.	Additional and alterations, R.C.M.P. garage.	G. A. Baer, St. Boniface, Man.	30,964 00	Aug. 31, 1950
Regina, Sask.	Improvements to lighting on ground and 4th floors, Public Northwest Electric Co., Ltd.	G. A. Baer, St. Boniface, Man.	7,876 00	Oct. 24, 1950
Regina, Sask.	Building.	Public Northwest Electric Co., Ltd.	8,725 00	Nov. 8, 1950
Regina, Sask.	Installation of pumping equipment and well—R.C.M.P. R. E. Creelman, & Sons Saskatoon, Sask.	R. E. Creelman, & Sons Saskatoon, Sask.	180,085 00	Aug. 3, 1950
Fraser River, (Port Mann Channel), B.C.	Baracks, Improvements (pile training wall)	Fraser River Pile Driving Co., Ltd., New Westminster, B.C.	290,000 00	Aug. 3, 1950
Fraser River, B.C.	Improvements (channel protection No. 1 Island)	Gilley Bros., Ltd., New Westminster, B.C.	19,931 00	Aug. 17, 1950
Harrison Lake, B.C.	Wharf reconstruction.	Fraser River Pile Driving Co., Ltd., New Westminster, B.C.	9,791 50	Aug. 17, 1950
Powell Lake, B.C.	Repairs to wharf and float.	Gulf Coast Construction Co., Ltd., Westview, B.C.	9,556 00	Aug. 21, 1950
Sointula, B.C.	Wharf repairs and float renewals.	Horne Latimer Construction Co., Ltd., Vancouver, B.C.	7,335 00	Nov. 3, 1950
Vancouver, B.C.	Alterations for new kitchen—4th floor, Immigration Building.	George D. McLean & Associates Vancouver, B.C.	362,264 00	Oct. 24, 1950
Victoria, B.C.	Construction of Veterans Pavilion, Veterans Hospital.	Davidson & Hall, Ltd., Vancouver, B.C.	13,960 00	* * *
Picton, N.S.	Construction and delivery of a Scotch Marine Boiler for Picton Foundry & Machine Co., Ltd., Picton, N.S.	Picton Foundry & Machine Co., Ltd., Picton, N.S.	79,115 70	*
Leonardville, N.B.	Dredging.	Saint John Dredging Co., Ltd., East Saint John, N.B.	43,500 00	*
Fraser River, B.C.	Dredging.	British Columbia Bridge & Dredging Co., Ltd., Vancouver, B.C.		
Department of Resources and Development				
Seven Islands, P.Q.	Laying of water pipe lines, construction of an overflow dam, an intake pumphouse and a combined main pumphouse and reservoir on the Indian Reserve.	North Shore Construction Co., Ltd., Montreal, P.Q.	27,500 00	June 28, 1950
Department of Transport				
Fredericton, N.B.	Construction of radio range building.	Diamond Construction Co., Ltd., Fredericton, N.B.	27,535 00	Sept. 16, 1950
Dorval, P.Q.	Construction of inbound trans-border passenger unit, Montreal Queenston Construction Inc., Montreal, P.Q.	20,265 00	Aug. 30, 1950	
Airport.	Construction of Rawlinsonde Tower, dwellings, etc.	Lucien Tremblay, Riviere Portneuf, P.Q.	72,940 00	Aug. 24, 1950
Seven Islands, P.Q.	Alterations to Administration Building.	Pallium Construction, Ltd., Toronto, Ont.	25,750 00	Aug. 30, 1950
Malton, Ont.	Additional development of airport.	Cart Paving Co., Ltd., Toronto, Ont.	572,649 72	Sept. 13, 1950
North Bay, Ont.	Construction of Radio Beacon Station.	S. McNally & Sons Ltd., Hamilton, Ont.	59,597 50	July 31, 1950
Thiagar, Ont.	Repairing roof trusses.	A. F. Byers Construction Co., Ltd., Montreal, P.Q.	10,500 00	Nov. 28, 1950
Windsor, Ont.				

* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

Recent Regulations Under Dominion and Provincial Legislation

A general increase of 20 per cent has been made in minimum wage rates in Quebec. The minimum for forest workers in that Province has also been raised by approximately 20 per cent. ¶The Board of Industrial Relations in British Columbia has revised several more Minimum Wage Orders, in each case increasing the minimum rates. ¶The regulations governing stationary engineers in British Columbia have been revised. ¶In Alberta, the weekly newspaper trade has been removed from the Apprenticeship Act.

In Quebec, the minimum rates of wages for all factory, shop, office and hotel employees and other workers covered by General Minimum Wage Order 4 are now 20 per cent higher, as the result of new regulations. A similar 20 per cent increase in the minimum for woodsmen governed by Order 39 has also been put in effect.

In British Columbia, revised Minimum Wage Orders were issued for taxicab drivers and janitors. In revising its Minimum Wage Order for the taxicab industry, the Board of Industrial Relations made an important change similar to that made for a section of the transportation industry in 1948, applying the principle of punitive overtime rates for work done in excess of certain specified hours. Former restrictions on hours, by which longer hours than those provided by the Hours of Work Act were permitted, have been removed. Janitors and janitresses working in apartment buildings are now covered by a Minimum Wage Order; another Order applies to those employed in buildings other than apartment houses. Previously, there was an Order for each sex establishing uniform rates but no distinction was made in the type of building. In all three revised Orders, an increase was made in the minimum rate.

Under the Alberta Apprenticeship Act, changes were made in the rules for the radio technician and sheet metal trades, and the weekly newspaper trade was removed from the Act.

Revised regulations governing the qualification and certification of stationary engineers were issued in British Columbia, as a consequence of 1950 amendments to the Boiler and Pressure-vessel Act.

DOMINION

Canada Shipping Act

The pilotage by-laws governing four pilotage districts have recently been amended.

In the districts of British Columbia, Sydney and Halifax, the by-laws were amended by Orders in Council P.C. 5165, 4969 and 5195, respectively, with respect to eyesight and hearing tests, and qualifications for pilots' licences. Changes were also made regarding the voyage rates in these districts. In the Restigouche River district, the surcharge on pilotage dues was raised.

In the British Columbia, Sydney and Halifax districts, on entering the pilotage service and every fifth year thereafter until they reach the age of 50, pilots must undergo examinations in eyesight and hearing as prescribed in the by-laws. A pilot over 50 years of age is required to have these tests every second year. The licence of a pilot who fails to pass the examination will be suspended. Previously, annual eyesight and hearing tests were required. The same change was made in the by-laws for the Montreal district in June, 1950 (L.G., 1950, p. 1698).

Slight amendments were made with regard to the certificates of competency which a candidate for a pilot's licence in the Sydney and Halifax districts must hold. Candidates in these districts must be Canadian citizens resident in Canada, between the ages of 25 and 50 years and of good character and habits. Candidates in the British Columbia district must be Canadian citizens resident in Canada and be between the ages of 30 and 50 years.

The former requirement was that candidates should be British subjects resident in Canada. The age limits are unchanged.

An amendment to the Sydney by-laws deleted the section providing that in addition to the pilotage dues a flat rate of \$5 must be paid for embarking or disembarking the pilot by pilot boat, and in the British Columbia district the section was omitted which provided for a charge of \$10 for each occasion on which a pilot boat stationed at Victoria is used to embark or disembark a pilot. A similar amendment in all three districts fixes the pilotage dues payable for moving a dead ship.

The by-laws for the Halifax district were amended to provide that each year out of the gross pilotage dues received there should be set aside for the Superannuation Fund a percentage of the revenue, to be determined by the Pilotage Authority after yearly consultation with the Pilots' Committee. These deductions must be made monthly from the pilotage rates collected and must be a first charge against the gross earnings. The section dealing with fines and suspensions was amended to exclude apprentice pilots from its application.

The changes in the by-laws for the Sydney and British Columbia districts were made on October 17 and October 27, respectively, and gazetted on November 8, and those for the Halifax district were made on November 1 and gazetted November 22.

The surcharge of 20 per cent added to pilotage dues in the Restigouche River district in 1947 (L.G., 1948, p. 56) is now raised to 30 per cent by an Order in Council (P.C. 5081) made on October 25 and gazetted November 8.

Prevailing Rate Employees

An amendment has been made to the Prevailing Rate Employees General Regulations by an Order in Council (P.C. 5745) of November 29, gazetted December 13, with regard to vacation leave credits when an employee is absent from work with leave of the deputy head and without pay for more than seven working days unless his absence is due to an injury sustained while on duty or to his obligation to serve on jury duty.

If the period of absence of such a person is over seven working days but does not exceed four times the number of working days in the employee's standard work week, he will forfeit the vacation leave credits which would normally accrue to him for one month of continuous service. If his

absence exceeds four times the number of working days in the standard work week, the employee will forfeit the vacation leave credits in respect of the month or months in which the whole or any part in excess of seven working days of that period occurred.

Where an employee is absent in order to serve on jury duty or because of an injury sustained while on duty, his leave credits continue to accrue during his period of absence.

PROVINCIAL

Alberta Apprenticeship Act

New apprenticeship rules have been issued for the radio technician trade, the regulations for the sheet metal trade were amended and the weekly newspaper trade has been removed from the list of designated trades under the Act.

Radio Technicians

New apprenticeship regulations for the radio technician trade were issued under an Order in Council (O.C. 1464-50) of November 20, gazetted November 30, rescinding the former rules for the trade (L.G., 1947, p. 1333).

The term of apprenticeship for the radio technician trade remains at three years, including three months' probation. As before, the term of apprenticeship may be reduced, on the recommendation of the local advisory committee, where a person holds a certificate from an approved technical or vocational school or has had previous experience in the trade. As regards previous experience, a new provision stipulates that, on or after March 31, 1951, no person, unless specially authorized by the Apprenticeship Board, may have his term of apprenticeship reduced except for time during which he has been indentured under the Act.

However, a person working in the trade on November 30 may register as an apprentice without counting in the quota of apprentices which an employer is allowed.

A higher ratio of apprentices to journeymen is now permitted. An employer who employs one journeyman or who is himself a journeyman may employ one apprentice, and thereafter one apprentice for every two journeymen, instead of one for every three, as before. The ratio of apprentices to journeymen throughout the Province must not exceed 2 to 3. This change (from 1 to 3 to 2 to 3) was made in the regulations for the seven building trades and

for the trade of motor vehicle repair when they were revised last year (L.G., 1949, p. 1571).

Every apprentice must attend educational classes as prescribed by the Board and the Department of Education. Technical instruction must be given in accordance with the syllabus of training approved by the Board.

As previously, before being granted an annual certificate of progress or a final certificate of qualification, an apprentice is required to pass trade tests and examinations as prescribed by the Board on the advice of the Provincial Advisory Committee. He must now, in addition, secure a satisfactory report from his employer or the trade school. Failure of the employer to provide a report will be evidence of satisfactory progress.

Wage rates, which are a percentage of the journeyman's prevailing rate, remain unchanged.

Sheet Metal Trade

The regulations for the sheet metal trade (L.G., 1949, p. 1571) were amended with respect to the length of the apprenticeship period by an Order in Council (O.C. 1465-50) made on November 20 and gazetted November 30.

The term of apprenticeship for sheet metal workers remains at four years but this period is now exclusive of any probationary or basic training period whereas previously it included the three months' probationary period.

There has been a corresponding adjustment in wage rates. Beginning, as before, at 35 per cent of the journeyman's rate for the period of registered employment prior to basic training, rates are set for the four years following basic training. These rates are 50, 75, 80 and 90 per cent of the prevailing wages of a journeyman for the first, second, third and fourth year, respectively.

Weekly Newspaper Trade

By an Order in Council (O.C. 1385-50) made on November 6, and gazetted November 15, the Apprenticeship Act is declared not to apply to the branch of the printing trade engaged in publishing weekly newspapers and in job printing done in addition to the publication of the newspaper.

The decision to rescind the 1946 Order in Council (1537-46) under which this trade was designated (L.G., 1946, p. 1463) was made after the Provincial Apprenticeship Board received a resolution from the Weekly Newspaper Association requesting that the Act should no longer apply to

the trade, and after the Board made inquiries to determine the wishes of employers and employees in the trade. The trade regulations which were approved by Order in Council 546-47, and those appointing a Trade Advisory Committee (1538-46 and 264-47) were also rescinded.

British Columbia Boiler and Pressure-vessel Act

Effective from November 17, 1950, revised regulations governing the classification and certification of stationary engineers were issued by an Order in Council (No. 2430) approved on November 1, and gazetted November 16. The regulations, which replace those issued in 1947, provide as before, for the certification, by examination, of first-, second-, third-, and fourth-class engineers, and in line with the amendments made to the Act at the 1950 session of the Legislature, set out the qualifications required for a logging-donkey engineer's certificate and three classes of boiler operators' certificates (L.G., 1950, p. 1058). Before the Act was amended, engineers qualified to take charge of certain types of heating plants, logging-donkeys, or other types of steam plant were classified as "engineers with special certificates". The regulations set out the scope of the duties which a person within each of the four new classes may perform. Persons who formerly held a special engineer's certificate are to be deemed to hold a Boiler Operator, Class B, certificate.

Application for Examination

The provisions regarding application for examination are, for the most part, unchanged. Every candidate for a certificate of competency as a steam engineer must complete a written application on the prescribed form and forward it to the Chief Inspector together with the examination fee and copies of testimonials certifying to his character, knowledge and experience and stating the working pressure and horse-power of the plant where he worked. He must have a satisfactory knowledge of both spoken and written English. As an alternative to the requirement that a candidate must be a Canadian citizen, the regulations now provide that he may be a British subject or he must prove that he has filed with the Court Registrar in any Province a declaration of intention to become a Canadian citizen.

A fine not exceeding \$100 is provided, on summary conviction, for a person making false representations for the purpose of procuring a certificate and any

certificate granted through error or on improper or insufficient evidence must be immediately cancelled by the Chief Inspector. However, if the evidence entitles the candidate to a certificate of lower grade, this may be issued to him.

Examinations must be both written and oral except in the case of a temporary certificate when the test may be either written or oral. Fees are \$2.50 for an examination for a temporary certificate, \$5 for an examination for fourth-class, boiler operator, and for a logging-donkey certificate, \$7.50 for third-class, \$10 for second-class and \$15 for a first-class certificate.

If a candidate fails to pass an examination on his practical knowledge, he may not be re-examined for three months.

Qualification and Examination of Engineers

The qualifications for first-, second-, third-, and fourth-class engineers' certificates are, with minor changes, the same as before. The earlier regulations set forth the subject-matter of which a candidate in each class was required to possess a thorough knowledge and this has been omitted. Graduation in mechanical engineering from an approved school of technology as well as from a university is now provided for.

A candidate for a first-class engineer's certificate must have held a British Columbia second-class certificate for at least 12 months; he must have served at least five years as engineer in charge of a shift in a steam plant of not less than 500 h.p., or, as an alternative, have served as a mechanic in a machine-shop on the construction and repair of steam boilers and engines for three years, and three years as engineer in charge of a shift of a steam plant of not less than 500 h.p. The period served as assistant chief engineer of a steam plant over 900 h.p. will be considered equal to that served as shift engineer. A graduate in mechanical engineering from a university or school of technology approved by the Chief Inspector and who has held a British Columbia second-class certificate for at least one year, during which time he has been employed as engineer in the operation of a steam plant of not less than 500 h.p., will be eligible for examination for first-class certificate.

For a second-class certificate, a candidate must be 22 years of age and have served at least four years as engineer of a high-pressure steam plant of at least 250 h.p. or he must have served as a mechanic for three years in a machine-shop on the construction or repair of steam boilers and

engines and at least two years as engineer of a high-pressure steam plant of not less than 250 h.p. A new provision permits a candidate who has served six years in a steam plant over 900 h.p. while in possession of a third-class certificate to be eligible for examination for a second-class certificate, provided that his duties have been of an engineering nature approved by an Inspector. Further, a graduate in mechanical engineering from an approved university or school of technology who has been employed two years in a steam plant, or one year on the construction or repair of steam boilers and engines and one year in a steam plant as engineer in charge of a shift, will be eligible for examination for a second-class certificate if his service was in a steam plant of 250 h.p. or over.

To be eligible for a third-class certificate, a candidate must be 20 years of age and have served for two years as engineer of a high-pressure steam plant of not less than 50 h.p. or two years as fireman and one year as engineer. As an alternative, he must have served four years as fireman in a high-pressure steam plant over 50 h.p. or two years as a mechanic in a machine-shop and one year as engineer of a high-pressure steam plant of not less than 50 h.p. A candidate will also be eligible for a third-class certificate if he has graduated in mechanical engineering from a university or school of technology and if he has been employed one year in a steam plant or six months in a machine-shop and six months in a steam plant.

For a fourth-class certificate the candidate must be 18 years old and have served for one year as fireman or engineer of a high-pressure steam plant over 10 h.p. or of a low-pressure plant over 100 h.p. He is also eligible if he has spent one year as a mechanic in the construction or repair of steam engines or boilers and has had six months' service in a high pressure steam plant.

New Classes of Certificates

A logging-donkey engineer is qualified to take charge of any steam-boiler used in the operation of a logging camp or a boiler used for hoisting purposes.

A boiler operator, Class A, may take charge of a low-pressure heating plant up to 200 h.p. and a high-pressure boiler up to 50 h.p. used for heating purposes only.

A boiler operator, Class B, may, as indicated on his certificate, take charge of either (1) a high-pressure boiler not exceeding 50 h.p. or (2) a low-pressure boiler not exceeding 100 h.p. He may also act as second or assistant engineer of a low-pressure heating plant up to 200 h.p.

The qualifications required of candidates for these certificates are as follows:—

A logging-donkey certificate will be granted to a person having twelve months' experience as engineer or fireman on a steam logging-donkey and whose competency and experience is certified to by the owner or superintendent of a steam-powered logging camp in the Province.

For a boiler operator's certificate, Class A, a candidate must be 18 years of age and have served at least one year as fireman or engineer of a high-pressure steam plant over 10 h.p. or of a low-pressure heating plant over 40 h.p. Twelve months' service in a machine-shop on the construction or repair of steam engines and boilers will be considered as equal to six months' service in a steam plant over 10 h.p.

A certificate for boiler operator, Class B (low-pressure heating) will be granted to a candidate, 18 years of age, who has had six months' experience as engineer or fireman in a steam plant over 3 h.p. A candidate who is a *bona fide* member of the plumbing and heating trade may be considered eligible for this examination on presentation of satisfactory testimonials that he is experienced in the installation of steam heating systems.

A candidate for a boiler operator's certificate, Class B (high-pressure heating) must also be 18 years old and he must have had one year's experience as fireman or engineer of a high-pressure steam plant over 3 h.p.

Temporary Certificates

As before, the regulations provide for the granting of temporary certificates which are issued only in emergencies when an engineer of the required class is not available and only on the request of the plant-owner who is required to testify as to the candidate's ability. A candidate for this certificate must furnish testimonials as to his character and must pass an examination regarding the operation of the particular steam plant for which he requires the certificate. Owner-operators of small steam plants may be issued temporary certificates annually.

Marine Certificates

The holder of a marine engineer's certificate issued by any British Commonwealth Government may, at the discretion of the Chief Inspector, be examined for a certificate one grade lower than his marine certificate, providing that his watchkeeping service conforms with the horse-power requirements of the Provincial certificate sought.

Alternative Qualifications

Certain alternative qualifications may be accepted in lieu of the requirements for the various certificates and credits are given for vocational, technical and correspondence courses.

Service in a machine-shop where boilers and engines are not made or repaired but where similar work is done may be accepted in lieu of engine-room service, provided the candidate has served at least one year as engineer in addition to that required for the grade of certificate sought. Maintenance on boilers and engines in a steam plant over 450 h.p. may be considered in lieu of machine-shop service, provided that the class of work performed is satisfactory to the Inspector of the district. As previously, an additional three years' service or more in a machine-shop engaged in the manufacture or repair of steam boilers and engines may be accepted in lieu of one year's engine-room service. If the candidate has been employed as a draughtsman on the design of steam-power plants and equipment for two years or over, his total period of service while so employed may be accepted in lieu of one year's machine-shop service, provided that in either case the Chief Inspector is satisfied that the service has fitted the candidate for the class of certificate for which the application is made.

A candidate who has successfully completed a course in steam engineering at the Vancouver Vocational Institute (Steam Engineering Division) will be credited with six months' steam plant experience toward the certificate covered by the course, and with three months' experience if he has successfully completed a correspondence course in steam engineering with the Department of Education. Similar credits may be given for engineering courses completed at other educational institutions.

Absence of Engineer from Plant

A new section makes provision for the temporary absence of an engineer from a plant.

In the absence of the Chief Engineer from the boiler, engine or compressor room while attending to other duties in the plant, or in the case of a plant operating on two or more shifts, the Chief Engineer must arrange to be relieved by an engineer holding a certificate not less than one grade lower than that required to operate the plant as Chief Engineer. When a shift engineer (i.e. a certificated engineer under the direction of a chief engineer) finds it necessary to leave the boiler room for more than 15 minutes while it is operating, he

must be relieved by another engineer whose certificate is not less than one grade lower than his own.

When an engineer is absent on holidays or because of illness, an engineer with a certificate one grade lower than his own may replace him for a period up to 30 days, though this period may be extended in special circumstances.

Certificates

Certificates are granted for life or during good conduct except in the case of temporary certificates which are valid only for the period stated on the certificate. If an engineer proves that his certificate has been lost or destroyed, he may obtain a duplicate for \$5. If the classification of a steam plant is changed due to an increase in horse-power or to changed regulations, the engineer need not immediately obtain a certificate of the grade required due to the change, provided that he has been operating the plant for three consecutive years prior to the change. He must, however, take an examination within a time limit set by the Chief Inspector. When a candidate who holds an engineer's certificate issued under the Act qualifies for a higher grade, he must, on request, deliver his certificate of lower grade to the Chief Inspector for cancellation.

A certificate must be framed, protected by glass and kept posted in the engine or boiler room. It must be removed when the engineer ceases to be employed in the plant.

The regulations are now more specific in listing the circumstances which will make certificates liable to cancellation or suspension. These include intemperance, negligence, physical or mental incapacity, allowing another person to operate under the holder's certificate, an engineer absenting himself before ensuring that all machinery is shut down and all boiler fires banked, and other reasons considered by the Chief Inspector to be hazardous to the operation of the plant.

British Columbia Electrical Energy Inspection Act

By a notice gazetted on November 16, the regulations under the above Act which went into effect on June 1, 1950, governing electrical permits and inspection fees will now apply throughout the entire Province. Originally, the regulations applied only to the industrial area along the west coast and the international boundary (L.G., 1950, p. 1064) and subsequently they were extended to cover the southern half of the Province (L.G., 1950, p. 1700).

The regulations require any person who constructs, installs or alters electrical work in any premises to obtain a permit from the Inspector of Electrical Energy, on penalty of a fine of not more than \$50.

British Columbia Hospital Insurance Act

Amendments have been made to the general regulations under the Hospital Insurance Act with respect to the hospital insurance period by Orders in Council made on November 25 and gazetted December 7.

The former section which provided for two hospital insurance periods in each year, one from January 1 to June 30 and the other from July 1 to December 31, has been rescinded. Instead, hospital insurance period is now defined to include "any period of time less than 12 months which is designated as such by the Commissioner. Periods of time having different numbers of days may be so designated by the Commissioner, and such periods may comprise portions of two consecutive calendar years".

As before, premiums must be paid in advance but no specific date is set. Previously, payment was required at least one month in advance of the beginning of the year or of the hospital insurance period to which the payment applied, e.g. on or before November 30 when annual payment was made in full, and on or before May 31 or November 30 when payment was made in two or more instalments. Payment of the annual premium must now be made before the commencement of the year to which it is applicable. When a premium is paid in instalments, the amount of each may be determined by the Commissioner in relation to the length of the hospital insurance period, and payment must be made before the beginning of that period. If the required payment is made by or on behalf of a person on or after the first day of the hospital insurance period to which it is applicable, the person will not become a beneficiary under the Act until one month from the day on which the payment was made.

British Columbia Hours of Work Act

The Board of Industrial Relations has decided to remove the hours of work restrictions on taxicab drivers and to attempt to regulate their hours by imposing progressive overtime rates of pay as a penalty upon the employer for working employees in excess of certain specified hours. The industry was brought under the Hours of Work Act in 1938 (L.G., 1938, p. 1094).

Accordingly, the taxicab industry has been deleted from the schedule to the Hours of Work Act, and effective from December 17, 1950, Regulation 28A which permitted taxicab drivers to work nine hours in a day and 50 hours in a week is rescinded. The rescinding regulation, No. 28B, was made and gazetted on November 23. The Minimum Wage Order fixing new minimum and overtime rates of pay is described below.

The Board made a similar change with respect to drivers, swampers and helpers in the transportation industry in 1948, when it issued Minimum Wage Order No. 9 (L.G., 1948, p. 1135). Under this Order, time and one-half must be paid after 8½ and up to 11 hours in a day and double time after 11 hours. For work beyond 47 hours in a week time and one-half must be paid, provided that in the latter case overtime does not include the overtime covered above.

British Columbia Male and Female Minimum Wage Acts

Three new Minimum Wage Orders have recently been issued by the Board of Industrial Relations, governing taxicab drivers, janitors and janitresses. For the first time all male and female taxicab drivers and dispatchers in the Province are covered by a Minimum Wage Order (No. 33). The two previous Orders in effect applied in the Vancouver and Victoria districts and governed men only. With the new Order 33 the Board will apply the principle of punitive overtime rates instead of limiting hours by regulation under the Hours of Work Act. Time and one-half must now be paid for the first two hours after eight in a day and double time after 10 hours.

The two former Orders, made in 1942, one governing janitors and the other janitresses, which laid down uniform conditions for these workers, are rescinded and replaced by two new Orders, one covering both janitors and janitresses employed in buildings other than apartment houses (No. 44) and the other for those employed in apartment buildings (No. 43).

The Orders governing the manufacturing industry (No. 25) and the fruit and vegetable industry (Nos. 46 and 47) were amended with respect to the daily guarantee clause.

These Orders were made on November 24 and gazetted November 30, with the exception of the one covering taxicab drivers which was made on November 13 and gazetted on November 23.

Taxicab Drivers and Dispatchers, Order No. 33 (1950)

Effective from December 18, 1950, a minimum rate of 55 cents an hour is fixed for male and female taxicab drivers and taxicab dispatchers. The Order covers all persons in the Province who operate or drive for hire a motor vehicle with seating accommodation for nine passengers or less, or who are responsible for assigning work to taxicab drivers or directing their movement. The two Orders previously in effect for taxicab drivers [No. 33 (1940) and No. 60 (1938)] classified taxicabs as motor vehicles with seating capacity for seven persons or less. These two Orders, now rescinded, applied to males only. Order No. 33 fixed a daily minimum rate of \$3.30 for taxicab drivers in Vancouver. Under Order No. 60, which applied to Victoria, Esquimalt, Oak Bay and Saanich, the daily minimum was \$3.60 for a day of not more than 10 hours.

The new Order requires time and one-half the regular rate to be paid for the first two hours worked in excess of eight in a day, double the regular rate of pay for all hours worked in excess of 10 in a day, and time and one-half for hours worked in excess of 48 in a week, provided that the weekly overtime does not include any overtime calculated on a daily basis. The earlier Order covering Victoria and district fixed an overtime rate of 54 cents an hour for time worked in excess of 10 hours in a day. Overtime was not provided for in the Order for Vancouver.

The daily guarantee clause in the new Order provides that when an employee reports for work on the call of an employer he must receive his regular rate of pay for the entire period spent at the place of work with a minimum of two hours' pay in any one day.

Janitors in Buildings other than Apartment Houses, Order No. 44 (1950)

Effective from January 1, 1951, a minimum of 50 cents an hour must be paid to every male and female janitor, janitor-cleaner, janitor-fireman and janitor-engineer in buildings other than apartment buildings, an increase of five cents an hour over the previous rate.

Unless with the written authorization of the Board of Industrial Relations, hours of work of janitors must not exceed eight and 44. Where, by written authorization, the Board permits working hours to exceed eight and 44, the hours authorized must be in accordance with the exceptions permitted by the Hours of Work Act and must be paid for at time and one-half the employee's regular rate of pay. Where in

accordance with the variations provided for by the Hours of Work Act, different arrangements with respect to hours are permitted, the overtime rate of time and one-half does not apply until the employee has completed the hours so established.

A weekly rest of 32 consecutive hours must be granted to every employee of which he must be duly notified by his employer.

*Janitors in Apartment Buildings,
Order No. 43 (1950)*

Janitors and janitresses in apartment buildings containing four residential suites or less also receive a five-cent increase and must be paid a minimum of 50 cents an hour from January 1, 1951. As before, in buildings with more than four suites, the minimum wage is graded on a monthly basis according to the number of suites. These rates have all been raised by about 8 per cent and range from \$35.10 a month for five residential suites to \$178.75 a month for 47 or more suites. In buildings containing five or more suites, the janitor must receive, in addition to the above rates, 50 cents an hour for all time spent in attending to single rooms, stores, or accommodation other than residential suites.

If two or more janitors are employed in an apartment building and reside on the premises, the employer must designate and record on the payroll at least one as resident janitor and pay him the minimum monthly rate specified according to the number of suites. If more than one are designated as resident janitors, each must be paid the minimum rate fixed.

Certain deductions are allowed to be made from the minimum rates established by this Order. If the janitor resides on the premises, his wages may be reduced by an amount equal to a fair rental value for the accommodation in proportion to the rental value of the other suites in the same building. However, not more than \$20 a month may be deducted for two rooms and bathroom and not more than \$5 a month for each additional room and in no case must the total rental value deducted exceed \$30 a month (previously \$25). A new provision permits the Board, when it is of the opinion that the accommodation is unsuitable, to give notice in writing to the employer of the facts and also to limit the charges and deductions which the employer may make.

If the janitor is supplied with electricity or gas, the employer may deduct not more than \$4 a month from his wages or, as an alternative, meters may be installed and the janitor must pay for the consumption of the electricity according to the meter.

As before, a weekly rest of 24 consecutive hours must be granted to janitors in apartment buildings containing 20 or more suites, and eight consecutive hours' rest if he is employed in buildings containing from 12 to 19 suites.

Manufacturing, Order No. 25 (1948)

Effective from November 30, 1950, the Board of Industrial Relations by Order 25A may grant exceptions to the provision in Order No. 25 covering the manufacturing industry which stipulates that an employee reporting for work on the call of an employer must be paid at his regular rate of pay for the entire period spent at his place of work with a minimum of two hours' pay if he does not start work and four hours' pay if he does commence work.

*Fruit and Vegetable Industry,
Orders 46 and 47 (1946)*

In the two Orders governing men and women workers in the fruit and vegetable industry (L.G., 1946, p. 988) the clauses have been deleted which required workers to be paid a specified daily minimum which was equal to three hours' pay at the minimum rate. Instead, there is now inserted a clause which is similar in wording to the daily guarantee sections in most of the revised Orders. This clause provides that an employee reporting for work on the call of an employer must be paid for the entire period spent at his place of work in response to the call with a minimum of three hours' pay at his regular rate. This change was made by Orders 46A and 47B.

Ontario Labour Relations Act

The rules of procedure made under the Labour Relations Act, 1950 (L.G., 1950, p. 1922), were amended by O. Reg. 259/50 of November 17, gazetted November 25, to provide for the procedure to be followed for the service of papers where there are more than five interventions filed by employees claiming the same interest in the proceeding. In such circumstances, the registrar must serve upon the parties to the proceeding a copy of one of the interventions, and issue to the employer of the interveners an appropriate number of copies of any notice, report, document or paper which the Board directs to be served, to be kept posted upon the employer's premises for five working days in conspicuous places where they are most likely to come to the attention of the interveners.

Quebec Minimum Wage Act

An increase of 20 per cent has been made in the minimum rates for all workers covered by General Minimum Wage Ordinance 4 and for woodsmen covered by Ordinance 39 governing forest operations. One of the seven categories of workers into which Order 4 has been divided and part of another category were deleted from the Order and made the subjects of two new special Orders. Amendments were also made to Order 3 which provides for an annual vacation with pay for most workers in the Province.

General Order 4

Employees governed by General Order 4, which covers industries to which special Orders do not apply, were formerly classed in seven categories—I. Employees of industrial and commercial establishments; II. Office workers; III. Carters and chauffeurs, messengers and garage employees; IV. Employees in hotels, restaurants, lodging houses, boarding houses, staff houses and taverns; V. Watchmen and janitors; VI. Employees of public corporations and of certain seasonal industries, telephone operators and miscellaneous employees; and VII. Stationary enginemen and firemen.

Category VI, Section I, which covers employees of municipal and school corporations, firemen and policemen, professors, teachers, sacristans and sextons, has been deleted from Order 4 and made into a new special Order, No. 41. Category VII covering stationary enginemen and firemen now becomes Order 42. These changes were approved by Order in Council 1254 of November 16 and gazetted on November 25.

Effective from December 16, 1950, the minimum rates for all workers now covered by General Order 4 were increased by 20 per cent by an Order in Council (O.C. 1290) made on November 23, and gazetted on December 16. Some 400,000 employees in the Province are governed by this Order.

For the purpose of Order 4, the Province is divided into four zones, consisting of Montreal and district, Laprairie, Longueuil, St. Lambert and Laval-des-Rapides as Zone I; Quebec and district and towns of 10,000 people or over as Zone II; Terrebonne and towns of from 2,000 to 10,000 people as Zone III; and the rest of the Province as Zone IV.

If a rate, when increased by 20 per cent, includes a fraction of a cent it is to be reckoned to the nearest cent, half a cent or more being counted as one cent. With the 20 per cent increase added, the new rates for some of the more important classes of workers are as follows: In indus-

trial and commercial establishments, at least 75 per cent of the employees must be paid 42 cents an hour in Montreal and district, 38 cents in Quebec and other municipalities of 10,000 persons and over, 34 cents in Terrebonne and municipalities of from 2,000 to 10,000 persons, and 30 cents in the smaller places. Not more than 25 per cent of the workers in industrial and commercial establishments may be paid 36, 34, 29 and 24 cents in the four zones, respectively.

For office workers with two years or more experience, the increased rates are 42, 38, 34 and 30 cents in the four zones, respectively. With respect to hotel and restaurant workers, waiters, maids and elevator operators must receive at least 36, 34, 29 and 24 cents in Zones I, II, III, and IV, respectively; kitchen help must be paid 42, 38, 34 and 30 cents; the minimum for cooks is now 48, 44, 40 and 36 cents; and bellboys and porters in all zones must be paid at least 18 cents an hour.

The deductions permitted for board and lodging have also been increased and the new rates set out in the amending Order are as follows (the three rates given refer in each case to Zone I, Zones II and III, and Zone IV, respectively): 25, 20, and 15 cents for a single meal; \$4.50, \$3.60 and \$2.70 for a week's meals; 25, 25 and 22 cents for a day's lodging; \$1.50, \$1.40 and \$1.30 for a week's lodging; \$6, \$5 and \$4 for a week's complete board; and \$26, \$21.50 and \$17.50 for a month's complete board.

Forest Operations

The minimum rates of wages for different classes of woodsmen were raised 20 per cent by an Order in Council (O.C. 1290) of November 23, gazetted December 2, amending Ordinance 39, 1942, governing forest operations. Ordinance 39 (L.G., 1943, p. 268) covers all work in forests including transporting timber and reforestation, but does not apply to the handling of wood in mill storage ponds or to work in forest colonies. The Minister of Labour for Quebec in announcing the increase in rates stated that it will cover in the neighbourhood of 80,000 workers. The last general increase in the minimum rates for these workers was made in 1948 (L.G., 1949, p. 186).

Rates are now fixed by the day in all cases where they were previously set for a month of 26 working days. The new rates are given below but not the monthly rates which they replace.

As with other special Orders, the employees covered by Order 39 are classed in various categories. These are: I. Cooks, teamsters, tradesmen and others whose work is needed

for any forest operation regardless of the use to which the wood may be put; II. Employees engaged in pulpwood operations; III. Employees engaged in cutting firewood and charcoal wood; IV. Employees engaged in cutting sawlogs and other kinds of wood; V. Employees employed on driving operations; VI. Apprentices and incapacitated.

For cooks the new rates range from \$4.40 a day in a camp of nine men or less to \$6 a day in a camp of 50 or more. Cookees and choreboys and other kitchen and camp help must now receive \$3.40 a day. The daily minimum for a stableman is \$4.60. A teamster must be paid at least \$5.30 a day, with an additional \$1.60 if he uses his own team and an additional 70 cents for a single horse. The rate for carpenters, blacksmiths, sawfilers, shotfirers, mechanics, truck and tractor drivers, enginemen and motor men is at least \$5.50 a day.

In pulpwood operations, workmen engaged in felling trees, or in making, handling or transporting logs are now entitled to \$5.10 a day; those engaged in road-making, construction of camps or improvement work of all kinds must receive at least \$4.90 a day; all other employees except those of Category I must be paid a daily rate of \$5.10. For pieceworkers whose work is the felling and making and piling of wood and the construction of small hauling roads, the rate varies from \$4.40 per 100 solid cubic feet for lengths of from 4' to 6' to \$2 for 16-foot lengths. For wood measured by the cord, a rate of \$3.75 per cord is set. For aspen and poplar wood, rates approximately 25 per cent lower are fixed. When peeling is included in the making of the wood, an additional \$1.80 per cord must be paid, or \$2.10 per 100 s.c.f. and for aspen and poplar \$1.35 per cord or \$1.60 per 100 s.c.f. For work other than the piling of logs or the construction of small hauling roads, lower rates may be agreed upon and stipulated in the hiring contract but such rates may not be lower than \$4.20 a day.

For cutting firewood and charcoal wood, the new rate for workers on a fixed wage basis is \$4.20 a day. For pieceworkers cutting and piling firewood, the rate per cord for wood 4 feet in length is \$3.75. The minimum per 32 square feet (4' x 8') of piling surface is \$2.80 for logs 3 feet long; \$2.25 for logs 2 feet long; \$1.70 for logs 1½ feet long; and \$1.40 for those 15 inches long.

For cutting sawlogs and other kinds of wood, employees are entitled to \$4.40 a day. For pieceworkers in this category, the rates range from \$4.05 to \$6.10 for 1,000 board feet depending on the length of the logs. For cutting wood measured by the

cord the rate must be at least \$3.75 per cord, or for wood measured in solid cubic feet \$4.40 per 100 s.c.f. An additional \$4.50 per 1,000 board feet, \$1.80 per cord and \$2.10 per 100 s.c.f. must be paid where peeling of the wood is included. As with pulpwood operations, the minimum for work other than that mentioned above is \$4.20 a day and the rate must be stipulated in the hiring contract.

The rates fixed for piecework done by persons employed in pulpwood or sawlog operations apply only to the quantity of marketable timber accepted by a culler as defined in the Quebec Cullers' Act.

The rates for drivers have been raised to \$6.50 a day; for sorters and other employees to \$5.10; and for dam guardians to \$4.40.

Apprentices and incapacitated workers must be paid at least \$4.20 a day, but cooks, persons employed in firewood operations and drivers may not now be classed in this category. As before, apprentices and incapacitated must not exceed 20 per cent of all employees in the camp.

Also increased are the maximum deductions which the employer is permitted to make for board and lodging furnished to his employees. The sum deducted may now not exceed \$1.50 a day instead of \$1.05 a day. Added to the list of deductions which may be made from wages is the cost of laundering certain specified articles of clothing to the extent of 40 cents, and the laundering of any other article provided it is included in a list posted in the employees' living quarters.

Unless exempted by the Minimum Wage Commission, the employer must give an employee who leaves his employment a signed pay statement in the form set out in the regulations, stating his gross earnings, whether on piece-work or on a fixed wage basis, the nature and amount of deductions made from his wages, and the number of days worked and days present in the camp. As before, the employer is required to send to the Commission a copy of the engagement contract and of the pay statement of the employee.

As before, if the employer so stipulates in the hiring contract, a worker who voluntarily leaves his work without adequate reason within 15 days after he begins work is entitled to a minimum wage but can claim neither travelling expenses nor board and lodging expenses en route. The minimum now fixed for such workers is \$4.20 a day rather than \$85 for 26 days' work.

The employer must post a copy of the Order in his employees' lodging quarters. Previously, he had to do so only on request.

Vacations with Pay

The list of exceptions from the coverage of the Vacations with Pay Order (No. 3) was amended with respect to construction workers by Order in Council No. 1254 of November 16, gazetted November 25. Formerly, all employees engaged in the construction of buildings were exempted but from November 25 only manual workers in that industry are excluded. The Order continues to exclude workers engaged in forest operations, those employed by public corporations, farm workers, domestic servants, janitors, watchmen, salesmen and certain part-time workers, as well as workers covered by a decree under the Collective Agreement Act.

Construction workers who are usually employed by several employers during the year on the Island of Montreal and a 15-mile radius, in Hull and district and in Salaberry de Valleyfield are covered by

Order 3A which provides for a stamp system of holiday pay credits.

Saskatchewan Hours of Work Act

Effective from November 6, persons employed in garages and automobile service stations in or within a five-mile radius of any Saskatchewan city who work over 44 and up to 48 hours a week must receive a minimum weekly wage of \$23.

These workers were exempted from the 8- and 44-hour limits of the Hours of Work Act by Order No. 6, 1947 (L.G., 1947, p. 1187) to the extent that they may work nine hours a day and 48 a week after which time and one-half has to be paid. Until now, however, no special provision was made for requiring these workers who worked between 44 and 48 hours to be paid more than the general minimum of \$21 a week fixed by Minimum Wage Order No. 1 (L.G., 1949, p. 747).

Legal Decisions Affecting Labour

An Ontario Court has issued an injunction forbidding picketing where employees have not used the machinery provided by law for settlement of a dispute before going on strike.

An appeal from an order forbidding discrimination in employment on grounds of colour was heard by the Connecticut Superior Court.

Injunction granted by Ontario High Court of Justice to restrain picketing in support of a strike not recognized as lawful.

An interlocutory injunction restraining certain employees of Oakville Wood Specialties Limited from picketing the employer's premises was issued by Mr. Justice Gale of the Ontario High Court of Justice on September 25, 1950. The order restrained the employees from picketing, from intimidating employees or customers, from inducing breaches of contract or from encouraging any of these acts.

Picketing had occurred during a strike which began August 31, 1950. The International Woodworkers of America, Local 95, CIO-CCL, had been certified by the Ontario Labour Relations Board on June 13, 1950, as the bargaining agent for the firm's employees. Negotiations for a first collective agreement were in progress when the strike took place, and no application had been made to the Labour Relations Board for conciliation services.

A temporary injunction restraining picketing was granted by the Court on September 20 and was extended after a hearing on September 25.

Mr. Justice Gale, in giving his reasons for extending the injunction, pointed out that the strike that had taken place "cannot be recognized as lawful under our existing statutes". The basis for the injunction was the unlawfulness of the strike and the damage caused to the employer as a result of this unlawful act by the disruption of operations at the height of the manufacturing season.

It was argued for the defendants that, rather than ask the Court for an injunction, the proper procedure for the employer would have been to apply to the Ontario Labour Relations Board in accordance with the Ontario Labour Relations Act, 1950, Chapter 34, Section 59, for a declaration that the strike was unlawful, or, alternatively, to apply for leave to prosecute or lay an information under Section 501 (f) of the Criminal Code.

[Section 59 provides that where a trade union calls or authorizes a strike which

the employer concerned alleges is unlawful, the employer may apply to the Board for a declaration that the strike is unlawful and the Board may make such a declaration. This is a new provision in the 1950 Ontario Labour Relations Act.]

In dealing with this contention, Mr. Justice Gale stated:—

I do not think that in the circumstances of this case the company is to be denied the remedy it seeks here simply because there is available other new procedure which, if successful, will result in a mere declaration. Such a declaration would not be of any value to the company that I can see since the Board is not clothed with the authority to adjust property and other rights which have been disrupted by the strike.

Neither such proceedings nor proceedings under the Criminal Code would have answered the purpose of the company, which was to stop immediately the damages caused by the unlawful strike.

It was further argued for the defendants that, although the company appeared to be asking for termination of the continuing damage caused by the strike, it really was seeking to defeat the strike as such, whether legal or illegal, and that the Court's aid ought not to be extended for that purpose. Mr. Justice Gale ruled out this objection, saying that

it would be preposterous if that argument were to prevail, for it would mean that there would then be a decision to the effect that, notwithstanding that irreparable injury was being suffered by the plaintiff as a result of that strike, no remedy would be available to the applicant because that remedy might have the appearance of interfering with a strike or with the relations between employer and employees.

The last argument of counsel for the defendants was that the company's conduct from July 29 to August 31 was such as to disentitle it to relief through an injunction. His Lordship did not find from the material before him that the conduct of the employer was such as to deprive him of the aid of the Court. He pointed out that there was available to the employees

other lawful and effective means of achieving their ends. It would have been a simple matter for the employees and their representatives to have immediately caused to be put into operation the machinery provided for that purpose by the Labour Relations Act, and by it to have properly and powerfully made known the complaints they were then voicing.

He accordingly granted an injunction restraining picketing "until the trial or other final disposition of this action."—*Oakville Wood Specialties Limited v. Mustin, et al. [1950] OWN, p. 735.*

A collective agreement was signed between the company and the bargaining agent on October 2, 1950.

A recent judgment of the Connecticut Superior Court deals for the first time with an order under the State Fair Employment Practices Act.

An appeal from an order of the Inter-racial Commission made under authority of the State Fair Employment Practices Act was heard in the Connecticut Superior Court on October 10, 1950. The Court supported the order in a modified form.

Connecticut is one of the ten States which has legislation seeking to prevent discrimination in employment. The statute provides that

it shall be an unfair employment practice (a) for an employer, by himself or his agent, except in the case of a *bona fide* occupational qualification or need, because of the race, colour, religious creed, national origin or ancestry of any individual, to refuse to hire or employ . . . such individual . . .

Any person claiming to be aggrieved may file a written complaint, under oath, with the Commission. The Commission is required to investigate and endeavour to eliminate the matter complained of "by conference, conciliation and persuasion." If it fails to do so, the matter proceeds to a hearing before a tribunal consisting of members of the Commission or panel of hearing examiners. The respondent, that is the employer, labour organization or employment agency named in the complaint, is required to appear before the tribunal. After making its finding of fact the Commission may issue an order and petition the Court for the enforcement of the order. The respondent named in the order has the right of appeal to the Court.

In the case under appeal, the tribunal found that Draper, a 23-year old negro, was the first to answer an advertisement inserted by a dairy company in a daily newspaper reading "Boys, 18 years or over. Experience unnecessary. Evening work." Draper was interviewed, with another coloured applicant, by the store manager, and was told the advertised job was taken, but he left his name, upon the assurance that the manager would get in touch with him in the event of future openings. Several other applicants later answered the advertisement and four of these, all white persons, ranging in age from 18 to 23 years, secured jobs within a short time either as dishwasher or fountain man in the employer's milk and ice cream stores. The first of these was employed as a dishwasher some two and a half hours after

the applicant's interview. The employer had several job openings on the day Draper applied, for which no special qualifications were required other than that the applicant should be 18 years of age or older and that he should be willing to work nights. Subsequently the manager gave the Commission's investigator three reasons for refusing employment to Draper: that the job was filled, that the applicant was too old, and that the wages were too low for a man of his age. The employer had no negro employees in any of its stores except a girl who appeared to be white. The hearing tribunal, from the evidence before it, drew an inference that on August 1, 1949 the employer refused employment to the applicant because of his race. It then, on March 8, 1950, issued an order directing the employer "to cease and desist forthwith" from refusing to employ Draper. The employer appealed under the provisions of the Act, and pending determination of the appeal, obtained from the Court a stay of the order.

Three issues were raised in the appeal before the Court: first, whether the applicant for employment is a necessary party to the action; second, whether the hearing tribunal's finding should stand; and third, whether, if the finding stands, the order based upon it is legally proper.

In dealing with the first issue, Judge Alcorn in his reasons for decision stated that it is an established principle that no court will adjudicate on a matter involving conflicting rights and interests, until all persons directly concerned have been given reasonable opportunity to appear and be heard. He found, however, on examination of the statute that while the applicant's complaint of discrimination sets the machinery in motion, he has no part in its subsequent operation. If the applicant's complaint is not sustained by the Commission's order, or if the order appears to him inadequate to meet his grievance, no provision is made for him to appeal to the Courts. "Clearly the adversary parties before the Court are the Commission and the respondent employer. The statute gives no right or interest to the applicant which makes him a necessary party. It is equally true that no decision upon this appeal can be binding upon him."

The second issue raised by the employer was that the tribunal's finding of facts should not stand. In dealing with this objection the Judge described the function of the Court in a hearing of this kind where the findings of an administrative tribunal are questioned. The Court cannot substitute its own discretion for that

reposed by statute in the hearing tribunal. Due consideration must be accorded the presumption that an administrative body has acted fairly, with proper motives, and upon valid reasons, and not arbitrarily. "Finally, in cases where the statute provides for a full hearing and record before the administrative body, the procedure on the so-called appeal is upon the record of the proceedings before that body and from this record the Court's function is to determine whether the administrative body acted arbitrarily, unreasonably or contrary to law."

The statute places upon the Commission and the hearing tribunal the heavy responsibility of determining the intent behind a given act, in this case the reason why the dairy company refused employment to Draper. The hearing tribunal saw and heard the witnesses and the Court did not, and the hearing tribunal is the judge of the credibility of the witnesses. The conclusion reached by the hearing tribunal is not reviewable by the Court unless it is one which cannot reasonably be reached. "The test is, whether the evidence, fairly and impartially considered, would be likely to induce in the minds of men of ordinary intelligence, attentively considering it and using common sense logic, a reasonable belief that it is more probable than otherwise that the fact in issue is true." Applying this test to the record in question, the Court held that the finding of the hearing tribunal should stand.

Thirdly, he found that the order as it stood was in effect an affirmative order to the employer to employ Draper now. If no vacancy existed, it would require the employer to discharge an employee to make a place for Draper or else to create a useless job for him. It further presumed that Draper would submit himself for employment. He had studied at a photography school and had applied for the job in issue as a stop-gap. He was not a party to the proceedings and an order arising out of them could not bind him. The purpose of the statute is to eliminate discrimination in employment for specified reasons. Employment might legitimately be refused, at the date of the order, for other reasons. The Court accordingly modified the order to provide as follows:—

In the event that Oscar S. Draper . . . presents himself for employment you are hereby ordered to cease and desist from refusing, because of his race, to employ him.

Draper v. Clark Dairy, Inc., Connecticut Superior Court, Labour Relations Reporter, Vol. 27, No. 7, p. 2072.

LABOUR LEGISLATION AND SOCIAL SERVICE IN ICELAND

Iceland's labour legislation covers the legal position of trade unions, the handling of industrial disputes, labour exchanges, holidays with pay, publicly-aided housing, and social insurance.

A recent publication of the Ministry of Social Affairs in Iceland describes in considerable detail the labour and welfare legislation in effect at present in that country. With a view to acquainting the reader more fully with such legislation, the Ministry of Social Affairs devotes some space to outlining the historical growth of labour organizations and of social welfare schemes.

Early Labour Statutes

The first labour organizations in Iceland were formed towards the end of the nineteenth century. The National Federation of Icelandic Trades Unions, to which most trade unions are affiliated, was organized in 1916. At the same time legislation directly affecting workers was developed. In 1915 strikes by public servants were banned and ten years later a law was passed providing for machinery to effect official mediation in labour disputes.

The Labour Act, 1938

Comprehensive labour legislation in Iceland dates from the Labour Act of 1938. Under this statute workers are granted the right to organize and trade unions are given the right to negotiate the wages and terms of employment of their members. If not otherwise specified in the agreement, contracts remain in force for one year, in which case three months' notice of annulment is required. Trade unions are held by law to be financially responsible for losses resulting from a breach of contract and/or illegal strikes instigated by the unions themselves.

The Labour Act recognizes the legality of strikes and lockouts. However, such action is lawful only upon the holding of a general ballot by the organization contemplating such a move. Seven days' notice must be given to the party against whom the strike or lockout is to be directed. Strikes and lockouts must not be resorted to in cases where the dispute is solely about matters coming within the jurisdiction of the Industrial Tribunal, or if their purpose is to force the public authorities to act beyond their duty. The reference here is to political strikes.

Sympathy strikes are permitted subject to the same principles.

The Industrial Tribunal

The Industrial Tribunal referred to above was established by the 1938 Labour Act "to give judgment . . . in cases arising out of strikes or lockouts as well as on losses resulting from such actions; . . . and in cases arising from infringement of wage agreements, or disputed interpretation of an agreement or its validity." The Tribunal consists of five members nominated as follows: two, who must be lawyers, are nominated by the Icelandic Supreme Court, one nominated by the Minister of Social Affairs, one by the National Federation of Icelandic Trades Unions and one by the Federation of Employers. The same number of alternate members are nominated and all hold office for three years. Decisions handed down by the Industrial Tribunal are final and cannot be appealed to the Supreme Court.

Actual mediation of labour disputes is conducted by a State mediator and three District mediators appointed by the Minister of Social Affairs. In cases where official mediation proves fruitless the conciliation officer may propose a compromise settlement to be decided upon by a secret ballot of the union members involved in the dispute. If less than a minimum of 20 per cent of the members entitled to vote participate, the compromise proposal must be regarded as accepted.

The Labour Exchange

Under the provisions of a 1935 statute, it is obligatory for a locality to maintain a labour exchange, if the municipal corporation concerned or the Minister of Social Affairs decides that the employment situation in the area merits the establishment of such a bureau. Two-thirds of the cost is borne by the municipality and one-third by the Treasury. The management of each local labour exchange office is composed of a committee of five members. One member, who acts as chairman, is appointed by the Minister of Social Affairs, two are elected by the municipal corporation and the remaining two are chosen by

employer and employee organizations respectively. Through the central labour exchange office located at Reykjavik, regional and local employment problems are surveyed and a national employment and placement policy made to prevail.

Holidays with Pay

A 1943 Act provided for annual leave for any worker employed in the service of others, individuals or public institutions. Two classes of employees, however, were exempted from the provisions of the Act. Apprentices who come under the Skilled Crafts Apprentices Act, and those on fishing craft engaged under the catch-sharing system entirely, are exempted from the operation of this statute.

Employees covered by the Act are entitled each year to leave from their work for a specified time and are paid a set percentage of their wages during this period. An employee taking leave is entitled to receive four per cent of the wages he has earned during the preceding leave year.

To facilitate the operation of this Act, the Government, through the post office, issues leave stamps of varying values and leave books. The employer buys such stamps at face value and affixes them in the employee's stamp book. When the employee goes on leave, he receives from the post office cash to the value of the stamps that have been entered in his book during the year. This legislation is somewhat similar to that in effect in several of the provinces in Canada.

The Act further provides that an employee may not work for wages in his regular occupation or a kindred one while he is on leave. The minimum annual vacation is one day's leave for each month worked during the preceding leave year. However, many employers grant more than this minimum vacation.

Government Support for Home Building

Due to the fact that nearly all building material in Iceland has to be imported, construction costs are relatively high. To help the working classes secure adequate accommodation the Workmen's Dwelling Act of 1929 was enacted. Each town or municipality was permitted to create a building fund for the purpose of granting loans. Such a fund could be established only if a locally elected committee gave evidence to the Minister of Social Affairs that the housing situation in the particular area required official assistance. Revenue for a local building fund was secured by means of a State grant, a grant

from the local municipal or parish fund and such other loans as might be negotiated. Loans from the fund could then be made to working men's building societies. Loans could not exceed 85 per cent of the cost of a dwelling, interest rates were set at six per cent but were gradually reduced to four per cent by 1941, and the term of the loan was set at 42 years.

In 1935 the Act was amended to provide a single building fund for the whole country in place of the many local funds. The Act was repealed in 1946 and was superseded by a new statute providing for official assistance for the building of houses in towns and villages under three distinct forms of aid.

To assist with the construction of dwellings for workingmen, a building fund is to be created, divided into departments, one for each town or village in which the Minister of Social Affairs has recognized the need for official assistance in the building of houses. Revenue for the departmental funds is provided for by an annual contribution by each inhabitant or from four to six Kronas,* while the Treasury contributes an equal amount. The parish fund of the parish concerned is responsible for a loan advanced to the local building society.

The management of the building fund is confined to a board of five members, elected jointly by both houses of the Althing (Parliament) on a proportional basis, for a term of four years. This committee is responsible for the over-all administration and direction of the many departmental building funds.

The local building societies thus organized under the authority of the central board may enrol as members those who are residents of the town or village concerned, whose income has not on the average exceeded 7,000 Kr. a year for the past three years and who do not own assets in excess of 10,000 Kr. Buildings thus erected by local building societies must be sold to members at cost price. Loans granted to local societies are secured by first priority mortgages on the dwellings and ground rights, and must not exceed 90 per cent of the cost price of the dwelling. The term of such loans ranges from 42 to 75 years at an interest rate of two per cent.

Official aid for house-building may also be secured by organized co-operative building societies who build for their members on the most advantageous terms. Such groups must conform to the provisions of the Co-operative Societies Act.

* At the time of writing, the Krona is approximately equal to 6½ cents in Canadian currency.

A co-operative building society receives its revenue from two sources: contributions from its membership and loans guaranteed by the Treasury. The co-operative society in making loans to its members establishes terms and conditions as favourable as those affecting the loans it has raised and which have been officially guaranteed.

The 1946 statute provides a third form of housing development assistance. Parishes that satisfy the requirements of the Ministry of Social Affairs may receive extensive State aid for the erection of living quarters in place of units which have been classed as unsanitary.

Social Insurance

Prior to 1936 the only social insurance legislation in effect in Iceland was the Accident Insurance Act. Commencing with 1903, different groups of seafarers were brought within the scope of this Act, till 1909 when it was extended to cover all registered crews. By 1925 accident insurance included the majority of workers on land and sea, the payment of the insurance premium being for the most part defrayed by the employer.

Until 1936 health insurance was organized along the lines of voluntary association and was of small social significance. The Social Security Act of that year was the first inclusive legislation covering the field of health, accident, disablement and old age insurance. The health insurance provisions of the Act were made compulsory only in urban areas, rural centres being permitted to vote upon the establishment of a local health insurance society.

In order to make the provisions of the 1936 Act national and all-inclusive, the Social Security Act of 1946 was enacted. By this Act accident, old age, disablement, health, widow's, children's and maternity insurance were made compulsory for the whole country. The administration of these various branches of social security was centralized in the Social Security Institution.

The two main objects of the Act are to provide a health service, comprising both sickness relief and preventive medicine, and to provide security of income. To prevent disease and to alleviate its consequences, a nation-wide system of preventive hygiene is to be established with the necessary clinics rendering medical aid and treatment.

Sickness relief includes payment in full for any necessary stay in hospital as well as medical treatment, medicine and bandages, etc. Three-fourths of the cost of medical care, including that of specialists, is paid for out-patients.

Though the health insurance section of the 1946 Act is not yet in force, the health section of the Social Security Act of 1936 with amendment from 1943 is in effect. Under this statute health insurance is provided by local sick benefit societies which pay in full the necessary accommodation, medical care and medicine in hospitals. Out-patients receive ordinary medical attendance free, but pay one-fourth of the cost of specialized medical care.

The sections of the 1946 Act that deal with old age, widow's, children's, maternity and disablement insurance recognize the present-day high costs of living. Accordingly, the country has been divided into two price level zones, with allowances in the first zone being larger than those in the second. Furthermore, the above-mentioned allowances are geared to a cost-of-living index, and rise or fall in amount, as the index climbs or declines.

All Icelandic citizens over the age of 67 are eligible to receive a pension of 1,200 Kr. annually if living in the first price level zone and 900 Kr. if resident in the second zone. Married couples, if both are over 67, receive a double pension minus 20 per cent.

The disablement pension program is administered in much the same manner as the old age pensions. Anyone who has lost 75 per cent of his working capacity is entitled to a pension equivalent to an old age allowance. Disablement cases requiring special care or nursing may receive an increased allowance up to 40 per cent of the initial payment.

Under the children's allowance provisions of the Act, payments are made to the children of old age pensioners, to the children of disabled persons and widowed mothers, to orphans, illegitimate children and to the children of divorced mothers. All these payments are made in respect of children under 16 years of age.

Family allowances are paid to families in excess of three children under 16 years of age, and who are not in receipt of children's allowances. If the father is out of work because of accident or illness, and for that reason in receipt of a daily allowance, the family will receive the children's allowance in respect of the first three children.

Maternity allowances are the same throughout Iceland although a distinction is made between working and non-working women. Working women receive a smaller payment but if their pregnancy entails a loss of wages, they are entitled to a special weekly allowance for the six weeks before and after delivery. Married working women receive this allowance only where the husband cannot maintain his family.

The Act provides for two forms of daily allowances: accident and sickness. Accident insurance now covers all wage-earners except those engaged in domestic work. The payments extend for a maximum of 26 weeks for each accident and a standard per diem allowance of 7.5 Kr. has been established.

Sick benefits vary according to the zone the recipient is located in and as between

single and married beneficiaries, the allowances being considerably higher for married persons.

Revenue for this extensive social security program is secured by contributions from employers, employees, parochial bodies and State grants. Total annual expenditure for the principal items enumerated is estimated at 71,500,000 Kr. or approximately 4.5 million dollars in Canadian currency.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

The decision printed below relates to the benefit rights of apprentices who lost their employment by reason of a stoppage of work due to a labour dispute. Because of its importance it is printed in full.

Held that the apprentices concerned in the appeal lost their employment by reason of a stoppage of work due to a labour dispute between the Ottawa Master Plumbers Association and Local 71 of the United Association of Journey-men and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, in which dispute they were directly interested and that in addition the appellant, who was also an apprentice, participated therein.—CU-B 622 (October 2, 1950).

DECISION

SUMMARY OF THE FACTS:

The claimant, single, 20 years of age, filed an initial application for benefit on January 23, 1950. He reported therein that he became employed as an apprentice plumber with Band and Cole Limited, Plumbers, etc., Ottawa, Ont., in August, 1947 and that his last day of employment with that firm was January 20, 1950. In the same application, he also reported that he had lost his employment for the following reason:—

Labour dispute—I was laid off—I am a union member. I had no part in strike decision.

In the separation questionnaire, the employer stated that the claimant was laid off because of "lack of work due to strike".

According to the submissions, the agree-
ment between the Ottawa Master Plumbers
Association of which the claimant's

employer is a member and Local 71 of the United Association of Journey-men and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada was due to expire on December 31, 1949. Two months prior to the expiration thereof, Local 71 notified the Employers' Association that they intended to ask for a new agreement including a 20 cent wage increase in the hourly rate, two weeks' vacation with pay, compulsory check-off of union dues and improved working conditions. As a result negotiations were carried on between both parties but no settlement was reached. Finally, a general stoppage of work occurred at the premises of approximately 37 employers on the morning of January 3, 1950, affecting 375 workers comprising journeymen, plumbers, plumbers' helpers, steamfitters, steamfitters' helpers and apprentice plumbers.

Upon the evidence before him, the insurance officer disqualified the claimant from receipt of benefit as from January 23, 1950 under Section 39 (1) of the Act for so long as the stoppage of work continued.

From the decision of the insurance officer, the claimant, on February 8, 1950, appealed to a Court of Referees on the following grounds:—

I am a plumber's apprentice under Government contract. Was laid off due to no work. Was laid off January 20, 1950, and was told not to come back until called. Also was refused Unemployment Insurance.

The claimant's case as well as that of another apprentice, Gerard Jobin, came before a Court of Referees in Ottawa, Ont., on March 7, 1950, but the hearing was adjourned as the Court required additional evidence.

The Court of Referees resumed its hearing of the two cases in Ottawa, on March 16 and 20, 1950. Those who appeared before the Court were the claimants, Barter and Jobin, their representatives Messrs. Leduc, Bruce and Connolly and employers Seasons, McLellan, Band, Erskine and their solicitor, Mr. Laishley. The majority of the Court upheld the decision of the insurance officer but amended the effective date of the disqualification imposed upon Frederick Barter. Their decision reads:—

The claimants are members of Local 71 of the United Association of Plumbers and Steamfitters of United States and Canada and they are indentured apprentices under the Apprenticeship Act. Accordingly their wages are set by their respective contract with their employer, pursuant to Section 8, subsection (2) of the general regulations under the said Act. Both claimants were aware of the claims being made by Local 71 previous to December 30, 1949, and of the pending labour dispute as well as the impending stoppage of work previous to January 3, 1950. They did not show up for work on January 3, 1950, because of the stoppage of work decided upon for that day. They had been working with Master Mechanics who kept them aware of what was going on, but Barter was also present on December 28, 1949, at the meeting of Local 71 when the stoppage of work was decided upon.

Both of these claimants have been in receipt of strike pay from the Local Union 71 and by not reporting to work on the 3rd of January, 1950, on account of said dispute and stoppage, both lost their employment in that way. It must be noted, however, that Barter was taken on again by the same employer from January 9th to 21st but was laid off on the last-mentioned date for an indefinite period because of the strike. Both sides admit the labour dispute and consequent stoppage of work.

It is contended however on behalf of Local 71 that the claimants are not on strike because they are governed absolutely by the Apprenticeship Act and by their respective indenture and that they are not included in the agreement between the Master Plumbers and Local Union 71.

Consequently they are not affected by Section 39 of the Unemployment Insurance Act.

The majority of this Court believe that it cannot be denied that the claimants are workmen in the plumbing and steamfitting trade and have lost their jobs because of the dispute and stoppage of work. Moreover, that the said agreement does include them by its opening declaration and by Sections 2 (a), 9, 10, and 11. As members of Local 71 they are on the same footing as other employees in the trade, in so far as the general purposes of the agreement are concerned and they stand to lose or gain by the dispute or stoppage of work. By paying their dues as members of the Union, they acquire a proprietary interest in the funds of the Union and are thereby financing the strike. They also receive a strike pay. Unless they have some interest in the stoppage of work in some measure, common with the members of Local 71, it would be hard to understand the presence and the strenuous arguments of Mr. Leduc, the business agent, and Messrs. Connolly and Bruce, the two general organizers before us.

We further believe that these claimants have failed to discharge the double onus placed upon them by Section 39, subsection (2).

The work in the shop or other places where these claimants were employed has not been resumed since the 3rd of January, 1950.

The question now before the Court in our opinion should be, therefore, answered in the affirmative and both appeals should be dismissed.

It will be well to recall in the case of Barter that the evidence has shown that he resumed work on January 9 to 21 with the same employer and was laid off on the last-mentioned date by reason of the stoppage of work referred to. Subsequently found work in the same line on March 2, 1950. Consequently in the case of Barter, his disqualification should be for the periods of December 31, 1949 to January 12, 1950, and from January 22, to March 1, 1950, all dates inclusive.

From the decision of the Court of Referees, the claimant, on April 5, 1950, appealed to the Umpire.

CONCLUSIONS:

This case was the subject of two hearings (May 20 and July 4, 1950), at which the claimant was ably represented by Messrs. S. Wolstein and J. Bruce. At the second

hearing, Mr. H. S. Relph, Chief Claims Officer, expressed the views of the Unemployment Insurance Commission.

According to the two union officials, the claimant, as well as all the other apprentices interested in this appeal, had no concern or interest whatsoever in the labour dispute between the Ottawa Master Plumbers Association and Local 71 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada and were merely victims thereof. In their opinion, the apprentices were unemployed due to a shortage of work caused by the strike of the journeymen and as they were bound by the particular conditions of their apprenticeship and under the control of their employers they would not have benefited by the result of that strike. They finally argued that the apprentices were "in the same position as other building tradesmen whose employment was cut off by the strike."

The Chief Claims Officer contended that not only were the apprentices directly interested but they participated in and financed the said dispute.

At the outset of my remarks, I would like to stress the fact that pursuant to subsection (1) of Section 39 of the Act, a claimant is automatically disqualified from receiving benefit "if he has lost his employment by reason of a stoppage of work due to a labour dispute at the factory, workshop or other premises at which he was employed unless he has, during the stoppage of work, become *bona fide* employed elsewhere in the occupation which he usually follows, or has become regularly engaged in some other occupation."

In accordance with subsection (2) of that section, however, he is entitled to relief from disqualification if he proves, and the burden is specifically placed upon him, that he satisfies each of the six following requirements:—

- (a) That he is not
 1. participating in
 2. or financing
 3. or directly interested

in the labour dispute which caused the stoppage of work; and (b) that he does not belong to a grade or class of workers of which immediately before the commencement of the stoppage of work there were members employed at the premises at which the stoppage is taking place, any of whom are

4. participating in
5. financing
6. or directly interested in the dispute.

The claimant is a member of Local 71 which was actively engaged in the labour dispute. This, in itself, is not conclusive evidence of his participation in the dispute. It appears, however, that he was present at the meeting of his local when the strike was decided on by the journeymen and that notwithstanding the fact that his contract of apprenticeship was entered into with his employer, he did not report for work on the morning of the commencement of the strike.

Under the circumstances and notwithstanding the argument of the representatives of the union that pursuant to the trade regulations of the Apprenticeship Act (building trades) a junior mechanic "shall not be obliged to remain with the employer during a strike or lockout," it is my opinion that the claimant identified himself with the labour dispute and that, he must be considered as having been a participant therein.

According to Form UIC 743A (Report on Industrial Dispute Commencement) which is on file, the cause of the strike was the refusal of the employers to meet the demands of the union for a new agreement which would include the following changes:—

1. Increase in hourly rate of 20 cents
2. Two weeks' vacation with pay
3. Employer supply all tools
4. Retention of old city limits for starting and quitting time
5. Compulsory check-off in union dues.
Double time on Saturdays.

I am satisfied that as the plumbers' apprentices in Ottawa were paid a flat rate of wages in accordance with their contract of apprenticeship, they would not have benefited by an increase in the rate of wages given to the journeymen.

The employers, however, who appeared before the Court of Referees, emphatically stated that any increase in the vacation period with pay would also apply to the apprentices. Furthermore, as in accordance with the Apprenticeship Act the hours of employment for apprentices have to be the same as those of journeymen engaged in the trade, they would certainly have been affected by any change in the "starting and quitting time" of the journeymen. Finally, it is hard to conceive that if the journeymen's demand for "double time on Saturdays," was granted, the apprentices would not have benefited accordingly.

As to the union officials' argument that the apprentices "were in the same position as other building tradesmen whose employment was cut off by the strike," I cannot agree for the obvious reason that neither

were the latter's conditions of work regulated in any way by the bargaining agreement between the employers and Local 71 nor had they anything to do directly or indirectly with the strike.

Under the circumstances, I consider that all the apprentices concerned in this appeal were directly interested in the labour dispute between the Ottawa Master Plumbers Association and Local 71 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. Having decided also that the

claimant participated in the said labour dispute, it is quite unnecessary for me to go into the question as to whether the claimant or the other apprentices financed the dispute or belonged to a grade or class of workers within the meaning of paragraph (b) of subsection (2) of Section 39 of the Act.

The appeal is dismissed.

(Sgd.) ALFRED SAVARD,
Umpire.

Dated at Ottawa, Ont., this 2nd day of October, 1950.

Unemployment Insurance Statistics, November, 1950*

The monthly report issued by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of November, 1950, initial and renewal claims for benefit filed at local offices of the Unemployment Insurance Commission amounted to 93,016. This represents a seasonal increase over the October total of 62,243 but a considerable reduction from the November, 1949, level of 114,888 claims.

A similar seasonal increase is exhibited in the number of ordinary claimants on the live register. In November there were 124,794 ordinary claimants on the live register as compared with 90,301 in October and 152,269 in November, 1949.

Of the 138,583 active claimants (ordinary, short-time and casual) on the live register on the last day of the month, 91,813 or 66 per cent were on the register seven days or more. This represents a percentage decline from last month, when 70,902 or 70 per cent of a total of 101,924 active claimants were in this category.

A total of 82,319 initial and renewal claims were adjudicated during the month. Claims allowed numbered 64,562, while those disallowed or disqualified totalled 17,757. In addition, 9,430 revised claims were disqualified.

Claims disallowed (because of insufficient contributions) numbered 8,854. Chief reasons for disqualification were as follows: "voluntarily left employment without just cause" 4,669 cases; "not unemployed" 2,472 cases; "not capable of and not available for work" 1,225 cases.

* See Tables E-1 to E-7.

Persons commencing benefit on initial and renewal claims in November numbered 49,532. This represented an increase over the total for the previous month (33,772) but a considerable decrease from the total for the same month last year (63,702).

During the month of November a total of \$4,184,103 was paid in respect of 1,781,566 days, as compared with \$3,570,904 and 1,540,670 days in October, and \$5,048,373 and 2,178,130 days in November, 1949.

For the week of November 25 to December 1, 79,052 persons received \$1,052,948 in respect of 439,993 days. This represents a moderate increase over the total of 65,682 persons, \$858,376 and 369,286 days for the week of October 28 to November 3.

Average weekly duration of benefit of 5.6 days for the week of November 25-December 1, was unchanged from the week of October 28-November 3. The amount of weekly benefit, however, increased from \$13.07 for the week of October 28-November 3 to \$13.32 for the week of November 25-December 1.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during November, 1950, insurance books were issued to 3,944,985 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1950. This was an increase of 89,048 since October 31, 1950.

As at the end of November, there were 241,506 employers registered.

Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

December 1950 . . .

... saw an accentuation of trends that had become apparent in November; that is, a seasonal employment decline in many industries, accompanied by expansion in some sectors of manufacturing in response to defence needs. As a result, with a growing surplus of unskilled workers on one hand, on the other, more skilled workers of certain types were required than were available, especially in the metal-working trades. In the highly industrialized provinces of Ontario and Quebec, these shortages were more apparent than in the other regions.

Seasonal unemployment continued to grow during December. The onset of winter brought about further lay-offs of workers in construction, transportation and fishing. The increase was offset in part by continued hiring in the manufacturing industries of the central provinces and a steady demand in Eastern Canada for woods workers. At the beginning of the year, however, the number of those seeking work had increased substantially. Most of these were unskilled and semi-skilled workers and, for those without factory or woods experience, there was little prospect of steady employment until spring.

By January 4, the total number of applications for work at National Employment Service offices were 248,100, or 4.8 per cent of the civilian labour force. Comparison with the total at December 21 shows that applications increased by 33,000 during this two-week period, distributed equally across the country. An increase of 4,000 applications from female workers in the week ending January 4 reflects the lay-off of Christmas help in the retail trade. About 85 per cent of all those applying for jobs were covered by unemployment insurance.

The current employment situation had altered considerably from that of last year at this time. There were over 50,000 fewer applications for jobs and employers have been listing a greater number of vacancies with the NES. Average weekly salaries and earnings in the eight leading industries had increased by almost 6 per cent since the previous year to total \$46.39 at November 1. In the same period, total labour income had increased by 9 per cent;

by November 1, for all Canada it amounted to \$723 million. Average hours being worked per week in manufacturing which totalled 43 at November 1, showed signs of a slight upward trend over the year.

The scarcity of materials, mainly steel, did not prevent the expansion of employment in manufacturing during December. More workers were absorbed into many industries, particularly aircraft firms and foundries, and the letting of substantial defence contracts gave promise of increased hirings in the near future. The immediate need was for skilled workers. The demand for tool and die makers, machinists, draftsmen and welders was particularly strong.

At the end of 1950, much work remained to be done in the woods. The combination of heavy snow in northern Ontario and wet weather in the Maritimes has delayed operations, causing operators to extend their cutting season beyond the normal dates. Although most camps had complete staffs, the turn-over of labour was heavy, and there was still a steady demand for experienced men.

Regional Analysis

In *Newfoundland*, most fishing activity ended during December, construction slackened and ice in harbours in the northern half of the province brought coastal navigation in those parts to a close. Consequently, employment in wholesale trade and dock work was also reduced. Woods employment on the other hand remained much higher than last year and a continuing high rate of labour turnover resulted in a wide distribution of income from this employment. Iron mines on Bell Island

have been operating steadily with two shifts each. On balance, it appeared that conditions in Newfoundland this winter were considerably less severe than last year. Job applications on hand at NES offices totalled 4,200 at the end of December as against 9,100 a year earlier.

In the **Maritimes**, employment conditions contrasted sharply with those that existed last year at the same time when, as well as the usual seasonal slackening, woods activity had been considerably curtailed by loss of United Kingdom markets. Applications for work at NES offices totalled 23,900 at December 28, 1950. Many of these workers had been engaged in construction or fishing, and were seeking alternative winter jobs. Woods activity in both Nova Scotia and New Brunswick, although hampered by soft ground conditions because of the mild weather, was already providing employment for hundreds of men and demand for workers would likely be accelerated with hauling in January. The shipbuilding and railway rolling stock manufacturing industries were also in a considerably better position than last year as far as orders were concerned, although steel shortages might cause difficulties in the future.

Employment conditions in the **Quebec** region, as in the Maritimes, were much better in December, 1950, than they were a year ago. Activity was well maintained in woods work, mining and most phases of manufacturing. A relatively high level of construction employment continued, especially for skilled tradesmen. Some construction workers however, along with dock workers, freight handlers, seamen and farm workers were seeking winter jobs. Registrations at NES offices rose to 71,000 at the end of December but were still 17,000 below those at the same time last year.

The strong demand for experienced pulp cutters throughout the region was only slightly eased during December by the release of additional workers from farming and construction and the completion of some cutting programs. In other areas, where shortages of cutters have been acute, extended cutting seasons were anticipated.

Manufacturing output and employment in the region reached the highest point of the year in December. Had it not been for the uncertainty created by shortages of materials and the growing scarcity of key skills, even further expansion might have resulted. This was especially true in and around Montreal, where heavy iron and steel industries in particular were handicapped by the tight materials and skilled manpower situation. Defence orders for

electronic equipment, chemicals, aircraft and aircraft parts, as well as for military clothing, have already been distributed in this area and substantial hiring was expected.

In the **Ontario** region, unusually favourable employment conditions prevailed, in spite of some seasonal curtailment in construction, water transportation and certain sectors of manufacturing. As a result, the total of 53,000 job applications filed with the NES at the end of the month was 6,000 greater than at December 1, although considerably lower than at the same time last year.

Although expansion of manufacturing output and employment was made difficult by shortages of steel, these were not sufficiently severe or widespread to reduce the overall level of employment in Ontario manufacturing. The aircraft industry continued to hire extensively, foundries throughout the regions showed slight increases in employment, and the electrical apparatus chemicals, rubber, leather and textile industries in general maintained normal activity with expansion reported in some areas.

Although cutting programs were well advanced by the end of the month and hauling was expected to begin early in January, the larger woods operators in northern Ontario continued to seek experienced cutters. Some were still awaiting the arrival of immigrant woods workers to expand their operations.

In the **Prairie** region, employment opportunities slackened considerably during December and active registrations at NES offices rose by 7,000 during December to total 37,000 at the end of the month. The leading factor contributing to the lower level of activity was the release of workers from the construction and meat-packing industries. Temporary clerks were also released from retail stores after Christmas.

Generally, unemployment was higher than last year in the north and centre of the region and lower in the eastern section. Because of the greatly increased pulp cutting program, conditions at the Lakehead were much better than a year ago. In the west, particularly in centres on the Regina plains and along the north Saskatchewan valley, registrations showed a considerable increase over the comparable 1949 levels. Part of the increase was due to the effect of the early and severe winter upon the construction industry, but some could be attributed to the lower cash income of farmers. The consequent lower purchasing power had a noticeably depressing effect on retail trade in those areas during December.

In the **Pacific** region, operations in nearly all industries reached a low ebb during the month of December, but the employment situation was generally better than in the same period during the past two years. Favourable weather made possible a comparatively high level of logging and construction activity and, due to the higher income from all sectors and the prospect of continued logging employment, retail sales for the month were much greater than expected. Active registrations at NES offices were 13 per cent lower than the comparable total in 1949. During the month, however, registrations increased by 7,000 to a total of 37,000 at December 28.

The increase was largely in forestry occupations and occurs annually when logging camps and sawmills shut down for alterations and repairs over the Christmas holiday period. Prospects appeared bright for the logging industry in the coming year with both domestic and export demand at record heights. After set-backs in the fall, shingle mills were increasing production. With mild weather, the construction industry was still relatively active. Full time employment in coal mining was maintained during the month but stocks on hand were increasing with continued mild weather.

Industrial Analysis

Some seasonal curtailment of employment in the **manufacturing** industries took place during December as the annual peak of activity passed but this was offset in part by the upward cyclical employment trend.

Industries in their active period during December included those producing some primary textiles, tobacco, agricultural implements, non-ferrous metal products, meat products and furniture. The automobile and parts industry was busy in December also, but a lay-off of nearly 4,000 workers due to re-tooling by one of the major producers reduced the numbers actually at work. The above groups constituted about 25 per cent of the working force in all the manufacturing industries, or about 300,000 persons.

On the other hand, several of the manufacturing industries were in their slack period in December. In particular, declines in employment took place in the food products, clothing and sawmill industries. In other manufacturing industries, employment declines at the year-end have been usual but not extensive. On the whole, therefore, an increase in unemployment occurred during December among workers usually associated with manufacturing firms.

The total number of applications for manufacturing employment on hand with the NES at the end of the month was slightly less than 50,000, an increase of about 10,000 during the month. This increase was about equally divided between skilled and unskilled groups. Among both these, new applications were heaviest in the food, secondary textile, lumber and metal-working trades.

Employment in the **logging** industry in Eastern Canada reached its yearly peak in the first week of December and subsequently began to decline. This decrease in the number at work in the woods was due in part to the completion of cutting in some camps but also to the movement of loggers back home for the Christmas holiday season.

The number of loggers employed by the Canadian Pulp and Paper Association member companies, which control the larger part of pulpwood logging in the East, reached a peak of 67,250 at December 3. This represented an increase of nearly 60 per cent over last year's peak. By December 23 of 1950 the number reported at work had declined to about 56,000.

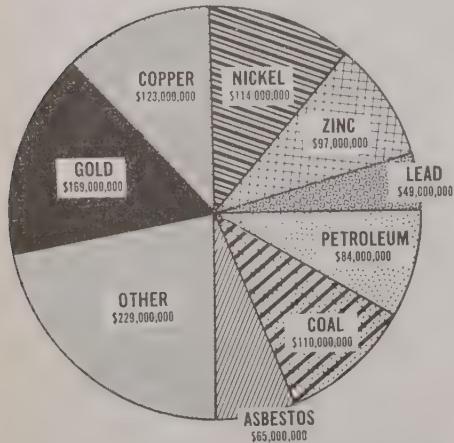
Although British Columbia logging continued at a high level in most areas during the first three weeks of December, nearly all camps closed then for holidays until the first week in January. Logging conditions were generally good both in the mainland coastal areas and on Vancouver Island and were excellent in the Northern Interior. A high degree of optimism prevailed throughout the entire logging industry and, if weather conditions remained favourable, a heavy demand for loggers was anticipated shortly after the New Year.

December brought to a close the most active year in the history of the Canadian **mining** industry, both in terms of value of production and of labour force employed. Preliminary estimates made by the Dominion Bureau of Statistics placed the gross value of mineral production for 1950 at \$1,040,000,000. Employment in all sections of the industry was in the neighbourhood of 90,000 during the year.

The greatest expansion during the year was in the non-metallic group. The index of employment in the industry reached a high of 197.2 at October 1 (June 1, 1941=100), compared to 168.9 one year earlier. This employment increase was principally due to increased activity in petroleum and asbestos mining. The annual value of asbestos production reached an all-time high of \$65,000,000 and petroleum production increased from 21,000,000 barrels to 29,000,000.

In the metal mining industry, gold, copper, zinc and nickel all showed improvement over 1949 levels. The index of employment in this sector of the industry is indicated by the rise in the employment index from 92.4 to 98.0 (June 1, 1941=100) in the twelve-month period following October 1, 1949. The estimated value of all metals produced during 1950 was \$621,000,000.

MINERAL PRODUCTION IN CANADA 1950



A moderate decline in both production and employment in the coal mining industry took place during 1950. About 23,000 persons were reported as employed in Canadian coal mines in the fall of the year, a drop of 1,500 from 1949. The decline in production was relatively less; coal output for 1950 was estimated at 19,000,000 tons compared with 19,120,000 in 1949.

The rapid post-war expansion in the *service* industries was tapering off in the latter part of 1950, according to the latest labour force statistics. The number of persons employed in the industry was recently estimated at 900,000, compared to about 750,000 at the end of 1945. In the past year, there was only a moderate expansion in the industry's labour force, apart from the short-run fluctuations which occurred in the personal service sector.

By type of work, the total labour force was distributed as follows: public service, 259,000; government service, 279,000; recreational service, 25,000; business service, 56,000; personal service, 276,000. Over the last year, there has been a moderate increase in public and business service employment and a slight downward tendency in the personal service group.

There was a marked increase in male applications for employment in the personal service occupations at NES offices during December, although at the same time there was a decline in female registrations. This was chiefly due to the demand for extra workers around the Christmas season in occupations in which women predominate, such as waitresses and domestic help. Male applications were concentrated in such occupations as protective service and building service, which showed a substantial increase over the month.

In the **construction** industry, seasonal lay-offs during December were less extensive than in the same month last year, due to the heavy backlog of work in the industry and the high volume of winter work being carried on as a result. This decline in winter unemployment has taken place in spite of the continued expansion in the size of the construction labour force. At the peak this year, it was estimated that the working force in the industry totalled about 380,000, nearly 20,000 above the high point in 1949.

There was, however, a substantial increase in the number of live applications for construction work registered with the National Employment Service during December. At the first of the month, the figure was 21,000, which increased to 37,000 by December 28. In 1949, the comparable figures were 27,000 and 45,000.

Among the skilled trades the two largest groups registered were carpenters, and painters. These were also the two largest occupational groups in the industry's labour force. In proportion to the number employed, winter unemployment has usually been heaviest amongst bricklayers and cement finishers and similar trades where work is restricted by weather conditions, but this tendency was not apparent in December. There were 13,000 applications from unskilled construction workers on file at December 28.

Employment Service Activities

Although hampered by the seasonal decline, placement activity at employment offices continued fairly strong during most of December. Hiring was active for the Christmas trade in stores, in the post office, and in some service establishments. The influx of seasonal workers continued but few of those released were suitable for this type of work; students and women made up the bulk of the temporary Christmas working force.

Applications from men increased at a rate of 10,000 or more a week from the middle

of November to December 28. Applications from women during December dropped by about 8,000, in part the result of Christmas hiring and partly because of the regulations regarding the eligibility of married women for unemployment insurance benefits.

Registrations on hand from skilled and semi-skilled workers rose at approximately the same rate as those from the unskilled group, although it was probable that within

the first group the increase was mainly among the semi-skilled.

More handicapped workers were being placed this year than a year ago, another indication of the more active labour market. Efforts were being made by special placement officers to discourage youths from leaving school after one or two years secondary school education; those who have done so often have presented a difficult placement problem.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics urban cost-of-living index advanced from 171.1 to 172.5 between December 1, 1950 and January 2, 1951. All group indexes, except rents, registered increases between these dates. Foods advanced 1.4 points to 220.2, as a result of higher prices for meats, butter, vegetables and fruits. These increases were sufficient to overcome a sharp seasonal drop in eggs of nearly eleven cents per dozen. The clothing index moved from 184.9 to 187.1, following higher prices concentrated mainly in men's wear. The largest group index increase was shown for home furnishings and services, which rose 3.4 points to 179.8. The more important advances in this group were registered by furniture, carpets, blankets, laundry and telephone rates. Fuel and light moved up 0.8 point to 141.5, largely owing to higher prices for coal. The index of miscellaneous items increased from 134.1 to 135.8, influenced by higher quotations for health care, barbers fees, gasoline, street car fares and newspapers. Rents were unchanged at 136.4.

From August 1939 to January 1951, the increase in the cost-of-living index was 71.1 per cent.

Cost of Living in Eight Cities

Seven of the eight regional city cost-of-living indexes registered increases between November and December. Halifax receded 0.1 to 159.0. Among groups food prices registered narrow changes in eastern Canadian centres while prices were higher in western centres. This reflected mainly sharp seasonal increases for eggs in the west. Home furnishings and services indexes were higher at all centres as also were clothing prices. The indexes for miscellaneous items were unchanged to

narrowly higher while fuel and lighting costs were unchanged. Rentals also remained unchanged since they were not surveyed in December.

Composite city index increases between November 1 and December 1 were as follows: Edmonton 1.5 to 166.4; Vancouver 0.9 to 172.6; Saskatoon 0.9 to 169.6; Winnipeg 0.9 to 166.2; Montreal 0.5 to 175.3; Toronto 0.3 to 167.2 and Saint John 0.1 to 167.6.

Wholesale Prices, November, 1950

The General Wholesale Price Index recorded an all-time high in November 1950, moving up 1.4 points from the October level to 174.0. All groups registered increases with the exception of Non-metallic Minerals which declined 1.5 points to 141.7. Non-ferrous Metals recorded the largest gain, advancing 3.4 points to 176.4. Wood Products followed with an increase of 3.2 points to 213.4. Textile Products advanced 3.1 points to 197.7 and Animal Products moved up 2.3 points to 184.0. Fractional increases were recorded for the remaining three groups. Chemical Products at 130.8 registered a point increase of 0.9 over the October level. Vegetable Products and Iron Products moved up 0.4 each to 149.1 and 189.6 respectively.

Among price increases recorded by selected commodities between October and November, the following were noted: eggs, Grade "A", Calgary, 21.2 per cent, solder 20.0 per cent, tin ingots 19.6 per cent, soybean oil 19.4 per cent, zinc sheets 18.3 per cent, raw rubber 16.1 per cent, hessian 15.9 per cent, wool blankets 15.0 per cent, worsted yarn, 4 ply, 13.3 per cent, cheese, No. 1 white, Montreal, 12.7 per cent, men's woollen underwear 12.4 per cent. Price decreases were recorded for the following items in the same period: gasoline, Regina, 17.5 per cent, onions, Toronto, 16.6 per cent, red cedar shingles 12.5 per

* See Tables F-1 to F-6.

cent, lard, Vancouver, 9.8 per cent, green coffee beans, Santos, 9.4 per cent, gluten feed 8.6 per cent, potatoes 8.1 per cent, ham, Vancouver, 7.7 per cent, eggs, Grade "A", Toronto, 7.1 per cent.

The Canadian Farm Products wholesale price index rose 1.2 points to 142.5 from October to November. The Animal Products group rose 3.2 points to 207.7, as higher prices for raw wool, hides and skins, eggs and fresh milk outweighed a small decline in livestock. A drop of 0.1 point to 103.5 in Field Products was due to declines in onions and potatoes.

Changes in Prices Tables

Beginning with next month's issue, certain changes will be made in the prices tables published monthly in the *LABOUR GAZETTE*.

Food.—As part of a program modifying the procedure used in calculating the cost-of-living index, the Dominion Bureau of Statistics is reducing its sample of cities from which food prices are collected from sixty-four to thirty-four. As of January 1951, the present list of sixty-four cities is being reduced to thirty-three and St. John's, Newfoundland, is being added for the first time. While prices will be collected in Newfoundland, they will not be included in the Dominion cost-of-living index until the revision now under way is completed.

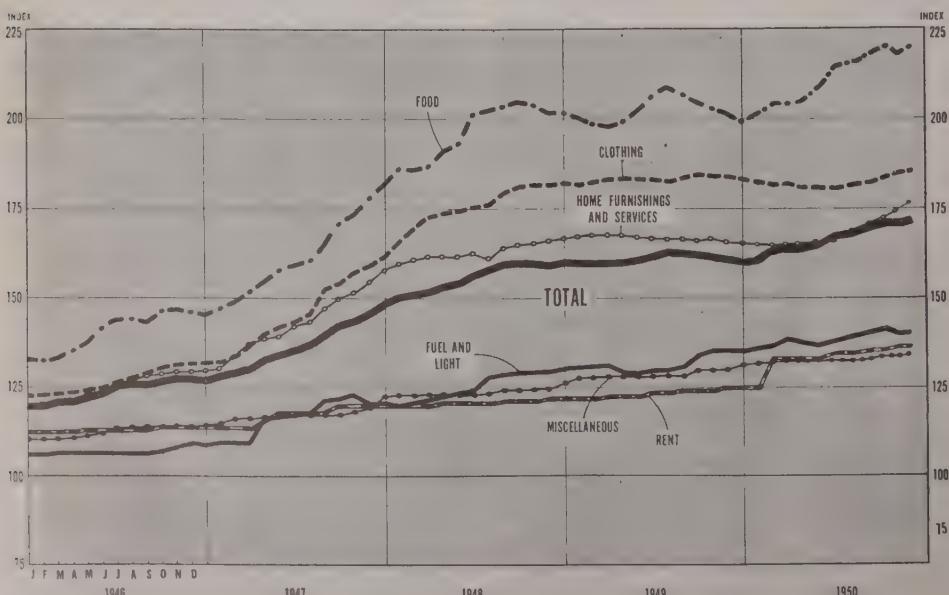
This reduction in sample size will contribute materially to speed and economy of operation without affecting index accuracy. Tabulation work required to include sixty-four cities is such that the cost-of-living index is not published until the fourth day of the month following, whereas under the new procedure it is planned to release the index in the month to which it applies. Extensive tests have established that a food index calculated from prices in thirty-three cities is as accurate as one obtained from sixty-four cities.

As a result of this action, price averages of specified foods will be published in the *LABOUR GAZETTE*, starting with the March issue, for thirty-four rather than sixty-four cities.

Rent.—Since November, 1947, the Dominion Bureau of Statistics has been collecting at quarterly intervals, records of rents paid by a sample of households in urban areas all across Canada. The aggregate rent paid by a group of households in a given month is compared with the aggregate rent paid by the same group for the same living quarters in the next month. With a matched sample such as this, variations due to changes in the sample and to non-response are eliminated, and the result is a reliable measure of the change in rent paid for comparable accommodation. Rent reported is cash rent paid in all cases,

COST OF LIVING IN CANADA FROM JANUARY 1946

(1935-39 = 100)



regardless of minor changes in the services provided. Rent for commercial properties is specifically excluded.

The foregoing record of change in rents obtained directly from a scientific sample of households is considered more accurate than previous records (now being published in the *GAZETTE*), which are based mainly on realtors' lists of rental properties, and which have become much smaller in recent years. As a result, this latter record is being discontinued and household sample data will now provide the sole source of rent information. While this material provides accurate individual measurements

information for larger cities, the household sample is not large enough to give reliable comparisons for smaller cities and towns. Therefore, commencing with prices for January, 1951 (to be published in the March issue), average rent ranges for certain cities as presently published in the *LABOUR GAZETTE* will be discontinued. Instead a table of rent indexes for eight cities will be published to provide an idea of trends in some of the larger regional centres. In the case of Saskatoon, which is one of the eight cities, the household sample has been especially enlarged for this purpose.

STRIKES AND LOCKOUTS*

Canada, December, 1950

There was little strike activity during the month, the time loss being the lowest recorded for any month since June, 1945.

Preliminary figures for 1950 show 137 strikes and lockouts, the same number as in 1949. The trans-Canada railway strike in August, 1950, which involved some 125,000 workers, was instrumental in bringing the total of workers on strike in 1950, 187,000, to the second highest figure of any year in the records of the Department. In 1943, when the greatest number of strikes and lockouts, 402, was recorded, the number of workers involved in stoppages, 218,404, was the highest of any year on record. The time lost in 1950 was higher than in 1949 by some 325,000 days, but in six previous years, 1911, 1919, 1922, 1945, 1946 and 1947, the time loss was greater than in 1950. The railway strike was responsible for a million days of the total loss in 1950, 1,400,000 days.

In 1950, preliminary figures show 137 strikes and lockouts, involving 186,981 workers, with a time loss of 1,389,234 man-working days. In 1949, there were 137 strikes and lockouts, with 51,437 workers involved and a loss of 1,063,667 days.

Preliminary figures for December, 1950, show 13 strikes and lockouts in existence, involving 2,562 workers, with a time loss of 8,438 days, as compared with 17 strikes and lockouts in November, 1950, with 13,714 workers involved and a loss of 49,125 days. In December, 1949, there were 15 strikes and lockouts, involving 3,197 workers and a loss of 24,039 days.

Based on the number of non-agricultural wage and salary workers in Canada, the

time lost in December, 1950, was 0.01 per cent of the estimated working time; 0.06 per cent in November, 1950; 0.03 per cent in December, 1949; 0.14 per cent for the year 1950; and 0.11 per cent in 1949.

Of the 13 strikes and lockouts in existence during the month one was settled in favour of the workers, four in favour of the employers, four were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the year two strikes were recorded as unterminated, namely, cotton and rayon underwear factory workers at Sherbrooke, P.Q., and coal miners at Lethbridge, Alta.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; textile products factory workers at St. Lambert, P.Q., August 29, 1949; printers at St. John's, Newfoundland, May 22, 1950; electrical apparatus factory workers at Vancouver, B.C., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 16, 1950; and cleaners and dyers at Toronto, Ont., October 4, 1950. The strike of department store clerks at New Westminster, B.C., which commenced on August 27, 1949, was called off by the union on January 2, 1951.

* See Tables G-1 and G-2.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1950, and in this article are taken as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in October, 1950, was 116 and eight were still in progress from the previous month, making a total of 124 during the month. In all stoppages of work in progress in the period there were 40,300 workers involved and a time loss of 246,000 working days was caused.

Of the 116 disputes leading to stoppages of work which began in October, six, directly involving 8,100 workers, arose out of demands for advances in wages, and 52, directly involving 4,700 workers, on other

wage questions; two, directly involving 100 workers, on questions as to working hours; 25, directly involving 4,800 workers, on questions respecting the employment of particular classes or persons; 27, directly involving 8,500 workers, on other questions respecting working arrangements; three, directly involving 100 workers on questions of trade union principle; and one, directly involving 100 workers, was in support of workers involved in another dispute.

New Zealand

For the second quarter of 1950, figures show 44 strikes, involving, directly and indirectly, 28,614 workers, and causing a time loss of 28,407 man-days.

United States

Preliminary figures for November, 1950, show 250 strikes and lockouts beginning in the month, in which 160,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,750,000 man-days. Corresponding figures for October, 1950, are 525 strikes and lockouts, involving 180,000 workers with a time loss of 2,450,000 days.

(Concluded from page 146)

logging has been one of the major factors responsible for the reduction in seasonal unemployment well below that of last year. At the beginning of February, applications for jobs at National Employment Service offices totalled 292,600, about 69,600 below the number on file last year at this time.

IN BRIEF . . .

Cash income of Canadian farmers in 1950 is estimated at \$2,169,251,000 in 1950, a decline of 12 per cent from the preceding year's total. . . . Canadian production of steel ingots moved to higher levels in November and the first 11 months of 1950. The month's output amounted to 279,754 tons, an increase of 10.5 per cent above the total a year before. . . . Production of electric energy by Canada's central electric stations reached an all-time record of 50,795,294,000 kilowatt hours in 1950, an increase of almost 9 per cent over the previous year's total. . . . The number of houses completed during the first nine months of 1950 totalled 59,500 units, compared with 63,000 in the same period of 1949. Prices of materials in the same period increased by 15 per cent.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1950		1949	1948	1944	1939
	Dec.	Nov.	Nov.	Nov.	Nov.	Nov.
Total Population⁽¹⁾,000.....	13,921	13,636	12,883	11,975	11,267	
Labour Force—						
Civilian labour force ⁽²⁾,000.....	5,201	5,200	4,964	†	†	
Persons with jobs ⁽²⁾,000.....	5,084	5,053	4,558	†	†	
Male ⁽²⁾,000.....	3,986	3,967	3,835	†	†	
Female ⁽²⁾,000.....	1,098	1,086	1,023	†	†	
Paid workers ⁽²⁾,000.....	3,683	3,580	3,441	†	†	
Persons without jobs and seeking work ⁽²⁾,000.....	117	147	106	†	†	
Index of employment, 8 leading Industries ⁽³⁾	210.5	202.0	203.6	183.8	123.6	
Immigration.....	No.	6,830	6,352	11,129	1,624	763
	No.	3,068	2,430	4,473	244	230
Adult males.....						
Earnings and Hours—						
Total labour income.....\$000,000.....		661	632	561	481	
Per capita weekly earnings, 8 leading inds.....\$.....	46.41	43.80	42.15	32.29	†	
Average hourly earnings, manufacturing.....c.....	106.4	99.5	95.5	†	†	
Average hours worked per week, manufacturing.....	43.0	42.8	43.1	†	†	
Real weekly earnings, manufacturing ⁽⁴⁾	109.6	107.7	105.5	†	†	
National Employment Service—						
Live Applications for employment (1st of mo.) ⁽⁵⁾000.....	186.3	147.0	172.4	101.8	65.2	†
Unfilled Vacancies (1st of month) ⁽⁵⁾,000.....	43.1	54.2	29.7	50.5	189.3	†
Placements, weekly average.....,000.....		16.1	11.0	13.4	†	†
Unemployment Insurance—						
Ordinary live claims.....,000.....	124.8	90.3	105.9	55.4	8.0	†
Balance in fund.....\$000,000.....		636.6	584.0	509.2	245.1	†
Price Indexes—						
Wholesale ⁽³⁾		174.0	157.1	159.4	102.4	80.4
Cost of living index ⁽⁶⁾	171.1	170.7	161.7	159.6	118.9	103.8
Residential building materials ⁽⁶⁾		261.2	226.3	229.2	146.6 ⁽⁷⁾	102.3 ⁽⁷⁾
Production—						
Industrial production index ⁽⁸⁾		209.5	185.3	185.1	194.4	120.7
Mining production index ⁽⁸⁾			137.2	132.3	104.1	120.0
Manufacturing index ⁽⁸⁾		220.2	195.4	197.2	215.2	121.7
Electric power.....\$000,000 k.w.h.....		4,447	3,914	3,634	3,440	2,602
Construction—						
Contracts awarded.....\$000,000.....		161.3	117.2	83.0	18.9	12.7
Dwelling units, started.....,000.....			8.4	7.8	†	†
Completed.....,000.....			8.7	9.7	†	†
Under construction.....,000.....			61.0	62.9	†	†
Pig iron.....,000 tons.....		208.3	157.3	166.8	147.0	87.8
Steel ingots and castings.....,000 tons.....		289.5	259.7	278.0	268.9	147.2
Inspected slaughtering, cattle.....,000.....		140.8	168.5	188.4	160.0	98.1
Hogs.....,000.....		452.0	537.8	410.2	828.4	476.8
Flour production.....\$000,000 bbls.....		2.10	1.95	1.97	2.31	1.96
Newsprint.....,000 tons.....		456.7	436.8	397.3	256.8	288.7
Cement producers' shipments.....\$000,000 bbls.....		1,434	1,383	1,308	560 ⁽⁸⁾	422 ⁽⁸⁾
Automobiles and trucks.....,000.....		30.3	19.7	26.8	14.0	16.8
Gold.....,000 fine oz.....		378.8	362.8	311.4	223.8	425.0
Copper.....,000 tons.....			22.1	20.2	21.9	26.4
Lead.....,000 tons.....			13.5	16.0	17.8	17.1
Nickel.....,000 tons.....			9.8	12.8	11.1	9.5
Zinc.....,000 tons.....			24.7	21.0	22.4	14.7
Coal.....,000 tons.....	1,888	2,061	2,092	1,893	1,638	1,741
Crude petroleum.....,000 bbls.....			1,915	1,265	856	730
Distribution—						
Wholesale sales index, unadjusted ⁽⁹⁾		326.9	306.7	313.6	195.3	115.6
Retail sales.....\$000,000.....		728.6	664.1	650.0	†	†
Imports, excluding gold.....\$000,000.....		327.9	239.6	238.2	141.6	84.6
Exports, excluding gold.....\$000,000.....		292.7	292.3	293.9	312.5	97.2
Railways—						
Revenue freight, ton miles.....,000,000.....			5,232	5,622	5,597	3,271
Car loadings, revenue freight.....,000.....	314.0	369.0	352.0	369.9	328.0	248.3
Banking and Finance—						
Common stocks, index ⁽⁹⁾	146.3	144.5	118.2	117.8	86.0	94.4
Preferred stocks, index ⁽⁹⁾		161.1	150.0	144.6	128.8	108.7
Bond yields, Dominion index ⁽⁹⁾	96.7	93.9	89.2	95.7	97.0	108.4
Cheques cashed, individual accounts.....\$000,000.....		11,008	8,540	8,022	6,671	2,930
Bank loans, current public.....\$000,000.....		2,611	2,250	2,129	1,231	973
Money supply.....\$000,000.....		4,878	4,376	4,327	3,153 ⁽⁷⁾	1,370 ⁽⁷⁾
Circulating media in hands of public.....\$000,000.....		1,196	1,168	1,169	962	281 ⁽⁷⁾
Deposits.....\$000,000.....		3,682	3,208	3,158	2,163 ⁽⁷⁾	1,089 ⁽⁷⁾

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available.

(1) Population figures are as at the first day of September 1, for 1950, 1949 and June 1, for 1948, 1941, 1939.

(2) Labour Force Survey figures given are as at November 4, 1950, October 29, 1949, November 20, 1948. Detailed figures for November 1950 will be found in tables A4-A8 of this issue.

(3) Average 1926=100.

(4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: Average for 1946=100.

(5) Newfoundland is included after April 1, 1940.

(6) Average 1935-39=100.

(7) Year end figures.

(8) Figures for 1939-44 are production data rather than shipments.

A—Labour Force

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
1949—Total.....	39,044	32,957	23,216	95,217
1949—November.....	2,430	2,389	1,533	6,352
December.....	1,953	1,835	1,376	5,164
1950—				
January.....	1,234	1,414	1,062	3,710
February.....	1,906	1,676	1,377	4,959
March.....	2,284	1,862	1,655	5,801
April.....	2,922	2,331	2,262	7,515
May.....	3,655	2,611	2,096	8,362
June.....	2,899	2,354	1,688	6,939
July.....	3,053	2,003	1,668	6,724
August.....	1,995	1,833	1,332	5,210
September.....	2,262	1,674	1,094	5,030
October.....	2,378	2,025	1,368	5,771
November.....	3,068	2,090	1,672	6,830
Total (11 months 1950).....	27,656	21,923	17,272	66,851
Total (11 months 1949).....	37,091	31,122	21,840	90,053

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,643	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1949—November.....	242	1,231	3,336	915	628	6,352
December.....	102	848	2,645	1,134	435	5,164
1950—						
January.....	115	641	1,988	703	263	3,710
February.....	127	874	2,694	779	485	4,959
March.....	145	1,103	3,049	1,063	441	5,801
April.....	257	1,033	3,838	1,811	576	7,515
May.....	261	1,658	4,209	1,652	582	8,362
June.....	212	1,027	3,872	1,477	551	6,939
July.....	215	1,218	3,606	1,074	611	6,724
August.....	186	1,023	2,556	914	531	5,210
September.....	151	1,094	2,653	691	441	5,030
October.....	143	1,393	2,996	754	485	5,771
November.....	161	1,302	3,887	924	576	6,830
Total (11 months 1950).....	1,973	12,366	35,128	11,842	5,542	66,851
Total (11 months 1949).....	2,675	17,157	45,962	16,770	7,489	90,053

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Agriculture	Unskilled and Semi-Skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—Total.....	18,118	5,938	8,336	2,998	3,654	39,044
1949—November.....	926	440	593	260	211	2,430
December.....	1,016	228	397	180	132	1,953
1950—January.....	483	152	278	180	141	1,234
February.....	970	252	386	160	138	1,906
March.....	1,162	278	492	181	171	2,284
April.....	1,773	239	522	216	172	2,922
May.....	2,224	407	586	266	172	3,655
June.....	1,400	568	494	238	199	2,899
July.....	1,893	323	433	220	184	3,053
August.....	896	242	403	232	222	1,995
September.....	1,180	211	368	241	262	2,262
October.....	842	343	581	263	349	2,378
November.....	1,141	756	629	238	304	3,068
Total (11 months 1950).....	13,964	3,771	5,172	2,435	2,314	27,656
Total (11 months 1949).....	17,102	5,710	7,939	2,818	3,522	37,091

TABLE A-4.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Estimated in thousands of persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	November 4, 1950			August 19, 1950		October 29, 1949	
	Male	Female	Total	Male	Total	Male	Total
Civilian Non-Institutional Population.....	4,910	4,841	9,751	4,894	9,717	4,849	9,610
A. Labour Force.....	4,083	1,118	5,201	4,189	5,324	4,096	5,200
1. Persons with jobs.....	3,986	1,098	5,084	4,107	5,221	3,967	5,053
(1) Agricultural.....	901	68	969	1,039	1,151	974	1,048
Paid Workers.....	96	(a)	102	120	133	115	126
Employers.....	44	(a)	45	51	52	65	67
Own Account Workers.....	570	(a)	577	611	619	598	604
Unpaid Workers.....	191	54	245	257	347	196	251
(2) Non-Agricultural.....	3,085	1,030	4,115	3,068	4,070	2,993	4,005
Paid Workers.....	2,636	945	3,581	2,598	3,506	2,537	3,454
Employers.....	127	(a)	133	128	135	152	159
Own Account Workers.....	303	49	352	319	389	287	337
Unpaid Workers.....	19	30	49	23	60	17	55
2. Persons without jobs and seeking work.....	97	20	117	82	103	129	147
B. Not in the Labour Force.....	827	3,723	4,550	705	4,393	753	4,410
1. Permanently unable or too old to work.....	(a)	86	247	(a)	264	170	282
2. Keeping House.....	161	3,195	3,195	167	3,220	(a)	3,133
3. Going to school.....	342	316	658	(a)	(a)	323	625
4. Retired or Voluntarily idle.....	316	121	437	526	890	256	365
5. Other.....	(a)	(a)	13	10	17	(a)	(a)

(a) Fewer than 10,000.

TABLE A-5.—INDUSTRIAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Industry	November 4, 1950			August 19, 1950		October 29, 1949	
	Male	Female	Total	Male	Total	Male	Total
Agriculture.....	901	88	969	1,039	1,151	974	1,048
Forestry.....	114	(a)	115	70	71	67	68
Fishing and Trapping.....	30	(a)	31	48	48	38	38
Mining, Quarrying and Oil Wells.....	78	(a)	79	74	75	93	94
Manufacturing.....	1,072	279	1,351	1,081	1,362	1,064	1,342
Public Utility Operations.....	43	(a)	47	43	48	42	46
Construction.....	362	(a)	366	376	380	325	329
Transportation and Communications.....	349	49	398	339	388	320	365
Trade.....	461	224	685	434	643	454	669
Finance and Real Estate.....	83	65	148	78	138	79	144
Service.....	493	402	895	525	917	511	910
Total.....	3,986	1,098	5,084	4,107	5,221	3,967	5,053

(a) Fewer than 10,000.

TABLE A-6.—REGIONAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	November 4, 1950		August 19, 1950	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	95	1.9	106	2.0
Maritime Provinces.....	410	8.1	425	8.2
Quebec.....	1,409	27.7	1,434	27.5
Ontario.....	1,793	35.3	1,835	35.1
Prairie Provinces.....	958	18.8	989	18.9
British Columbia.....	419	8.2	432	8.3
CANADA.....	5,084	100.0	5,221	100.0

TABLE A-7.—PERCENTAGE DISTRIBUTION OF PERSONS WITH JOBS BY HOURS WORKED PER WEEK

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	November 4, 1950	August 19, 1950	November 4, 1950	August 19, 1950
0.....	0.9	0.9	2.2	6.3
1-14.....	3.6	4.5	1.4	1.0
15-24.....	5.1	3.5	2.7	2.5
25-34.....	3.7	3.3	4.4	3.0
35-44.....	11.7	7.1	47.8	44.3
45-54.....	30.3	17.8	32.7	32.8
55 hours and over.....	44.7	62.9	8.8	10.1
Total.....	100.0	100.0	100.0	100.0

TABLE A-8.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING WORK

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	November 4, 1950		August 19, 1950	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	*	6.8	*	7.8
Maritime Provinces.....	21	18.0	18	17.5
Quebec.....	39	33.3	38	36.9
Ontario.....	24	20.5	23	22.3
Prairie Provinces.....	13	11.1	*	5.8
British Columbia.....	12	10.3	10	9.7
CANADA.....	117	100.0	103	100.0

* Fewer than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—Average.....	47	175	33	133	113	17	518
1948—Average.....	52	202	40	154	126	20	593
1949—October.....	53	219	52	175	141	22	663
November.....	51	218	50	177	143	23	661
December.....	47	217	41	174	141	22	642
1950—January.....	43	213	37	166	140	22	620
February.....	43	216	37	166	141	21	625
March.....	41	218	39	168	145	22	633
April.....	41	219	41	171	148	22	642
May.....	45	221	48	175	148	22	659
June.....	50	229	52	180	149	23	683
July.....	52	231	54	182	148	24	691
August.....	55	231	56	172	148	24	686
September.....	57	242	56	186	149	25	716
October.....	59	244	55	188	152	25	723

C—Employment, Hours and Earnings

TABLE C-1.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average calendar year 1926=100) (The latest figures are subject to revision)

SOURCE: The Employment Situation, D.B.S.

Tables C-1 to C-4 are based on reports from employers having 15 or more employees—At November 1, employers in the eight leading industries reported a total employment of 2,208,451 and total payrolls of \$102,450,060.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Nov. 1, 1934.....	100.2	104.9	101.1	126.9	108.1	131.5	124.4	112.7	103.1	124.3	120.0	115.5
Nov. 1, 1939.....	123.6	117.9	101.1	126.9	108.1	148.7	142.5	119.7	110.5	123.5	131.6	126.3
Nov. 1, 1940.....	139.2	133.8	134.0	142.4	123.4	184.9	187.4	148.1	142.1	138.8	163.6	193.8
Nov. 1, 1943.....	188.7	194.1	121.6	216.3	170.4	206.2	187.4	185.9	181.1	185.2	181.8	182.5
Nov. 1, 1944.....	183.8	187.1	132.3	204.5	168.3	196.7	185.9	148.1	143.9	141.8	158.5	182.5
Nov. 1, 1945.....	171.2	178.2	123.1	193.6	161.8	178.8	170.8	150.6	145.4	145.9	161.7	172.5
Nov. 1, 1946.....	182.7	179.0	139.7	193.7	162.7	189.1	185.1	163.8	157.4	160.9	175.4	182.2
Nov. 1, 1947.....	197.8	193.3	160.4	201.4	184.9	203.7	202.2	170.1	160.7	168.0	185.9	203.1
Nov. 1, 1948.....	203.6	194.9	160.4	207.7	180.8	207.1	208.6	180.3	168.6	167.9	206.1	212.2
Nov. 1, 1949.....	202.0	188.6	165.0	206.1	167.5	202.0	208.6	185.2	173.1	171.8	212.3	208.7
Jan. 1, 1950.....	194.0	172.9	157.7	173.7	172.9	191.4	205.1	178.3	166.5	160.5	207.7	183.2
Feb. 1, 1950.....	187.2	165.5	148.2	168.3	163.1	185.8	201.0	168.9	159.5	145.4	198.4	174.9
Mar. 1, 1950.....	186.6	162.3	141.6	165.3	159.8	183.8	200.3	167.7	157.3	144.5	198.3	181.9
Apr. 1, 1950.....	187.9	163.5	147.9	167.0	160.0	184.8	200.5	168.6	157.3	142.2	200.5	189.8
May 1, 1950.....	188.7	159.2	150.9	162.5	155.4	185.4	201.0	170.8	158.4	149.5	203.3	195.4
June 1, 1950.....	196.4	174.6	167.3	180.1	168.1	193.0	207.1	178.5	160.9	164.6	214.3	203.7
July 1, 1950.....	202.3	185.3	179.5	186.7	183.9	198.2	212.3	186.4	169.8	169.4	222.6	208.4
Aug. 1, 1950.....	204.4	185.8	188.2	190.9	179.0	200.6	212.8	190.5	172.8	173.1	228.6	215.0
Sept. 1, 1950.....	206.3	187.8	199.1	193.3	180.1	202.1	215.3	190.9	172.8	173.0	229.2	217.5
Oct. 1, 1950.....	209.9	189.8	199.1	194.3	183.5	208.1	219.7	189.8	173.5	174.3	224.3	218.0
Nov. 1, 1950.....	210.5	187.4	191.6	192.9	179.9	210.0	221.2	189.8	174.2	175.7	222.6	213.8
Relative Weight of Employment by Provinces and Economic Areas as at November 1, 1950.....	100.0	6.7	0.2	3.8	2.7	29.4	42.7	12.1	5.3	2.3	4.5	9.4

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base:—June 1, 1941=100) (The latest figures are subject to revision)

SOURCE: The Employment Situation, D.B.S.

Year and Month	Eight Leading Industries			Manufacturing			
	Index Numbers of		Average Weekly Salaries and Wages	Index Numbers of		Average Weekly Salaries and Wages	
	Employment	Aggregate Weekly Payrolls		Employment	Aggregate Weekly Payrolls		
June 1, 1941.....	100.0	100.0	100.0	25.25	100.0	100.0	25.57
Nov. 1, 1946.....	119.6	154.4	132.0	33.33	114.8	147.5	130.8
Nov. 1, 1947.....	129.5	189.7	149.7	37.79	122.1	181.2	150.6
Nov. 1, 1948.....	133.3	218.0	166.9	42.15	124.0	207.1	169.7
Nov. 1, 1949.....	132.3	224.8	173.5	43.80	122.9	213.6	176.4
Dec. 1, 1949.....	132.2	224.7	173.5	43.81	121.7	212.9	177.5
Jan. 1, 1950.....	127.0	208.9	167.8	42.38	118.9	199.8	170.6
Feb. 1, 1950.....	122.6	209.2	174.2	43.99	118.4	207.2	177.7
Mar. 1, 1950.....	122.2	212.1	177.2	44.74	118.9	210.0	179.3
Apr. 1, 1950.....	123.1	214.2	177.7	44.88	119.3	212.3	180.7
May 1, 1950.....	123.6	215.7	178.2	44.99	119.5	213.4	181.2
June 1, 1950.....	128.6	222.6	176.6	44.59	121.5	215.9	180.3
July 1, 1950.....	132.5	232.1	173.7	45.13	123.8	222.9	182.8
Aug. 1, 1950.....	133.9	235.2	179.2	45.26	124.6	224.5	182.8
Sept. 1, 1950.....	135.1	232.0	175.2	44.24	126.4	225.4	180.9
Oct. 1, 1950.....	137.5	245.3	182.1	45.99	128.5	235.5	185.9
Nov. 1, 1950.....	137.9	248.1	183.7	46.39	128.2	237.4	187.8

TABLE C-3.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

SOURCE: The Employment Situation, D.B.S.

Geographical and Industrial Unit	Average Weekly Wages and Salaries at			Index Numbers, (June 1, 1941=100)					
				Employment			Payrolls		
	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949
(a) PROVINCES									
Maritime Provinces.....	39.50	39.50	38.14	123.0	124.5	123.8	221.4	224.3	215.4
Prince Edward Island.....	34.81	34.78	33.74	178.9	185.9	154.1	284.3	295.1	238.8
Nova Scotia.....	39.70	39.53	38.38	114.9	115.7	122.8	201.5	201.9	208.1
New Brunswick.....	39.55	39.78	38.04	133.4	136.0	124.2	252.7	259.4	226.9
Quebec.....	44.19	43.93	41.80	133.5	132.3	128.4	246.1	242.4	224.1
Ontario.....	48.22	47.72	45.26	137.1	136.2	129.3	244.5	240.3	216.3
Prairie Provinces.....	46.15	45.77	44.29	147.9	147.9	144.3	257.9	255.7	241.4
Manitoba.....	45.43	45.33	43.60	139.7	139.1	138.8	239.6	238.2	228.6
Saskatchewan.....	44.28	44.47	42.47	137.9	136.8	134.9	235.5	234.6	220.6
Alberta.....	47.97	46.95	46.10	165.5	166.8	157.8	296.5	292.6	271.8
British Columbia.....	50.05	49.42	46.95	158.5	161.6	154.7	279.0	280.8	255.3
CANADA.....									
(b) CITIES									
Montreal.....	44.99	44.60	42.87	140.3	139.5	136.9	246.1	242.6	228.9
Quebec.....	38.16	38.11	36.29	121.8	122.9	122.3	224.7	226.4	215.0
Toronto.....	48.36	47.81	45.02	143.0	141.2	135.9	258.1	251.9	228.6
Ottawa.....	40.01	39.99	38.18	137.1	136.0	131.9	236.9	234.9	218.0
Hamilton.....	50.17	50.14	46.75	130.3	128.2	126.6	237.0	232.8	214.7
Windsor.....	54.73	54.76	51.98	134.0	135.2	127.9	197.4	199.4	179.0
Winnipeg.....	42.00	41.96	39.77	141.4	139.9	140.8	232.8	230.0	219.8
Vancouver.....	47.57	47.09	44.69	161.2	164.6	161.2	288.4	291.6	270.6
Halifax.....	36.89	36.55	35.17	131.7	133.1	127.8	212.5	212.9	196.8
Saint John.....	37.92	38.26	36.17	114.1	119.0	125.9	206.5	217.3	212.4
Sherbrooke.....	39.45	39.91	37.35	123.4	121.6	116.1	235.0	234.4	208.8
Three Rivers.....	43.37	44.46	41.33	144.8	144.6	136.0	242.1	247.8	216.7
Brantford.....	46.66	46.65	43.34						
Kitchener—Waterloo.....	45.00	43.39	41.79	144.2	142.3	140.2	266.1	272.3	258.5
London.....	45.21	44.78	41.76	166.8	166.4	155.2	296.8	293.2	254.9
Fort William—Port Arthur.....	48.01	47.43	47.25	80.7	81.2	80.1	148.9	148.0	144.8
St. Catharines ¹	55.92	54.90	49.93						
Regina.....	40.86	40.95	38.61	143.6	139.0	140.7	251.1	243.5	231.0
Saskatoon.....	40.09	39.75	38.82	158.6	155.6	158.3	291.3	283.3	280.0
Calgary.....	44.56	44.29	42.65	155.4	148.1	278.3			
Edmonton.....	44.12	43.52	41.73	206.8	205.9	185.2	369.7	363.0	313.0
Victoria.....	45.87	45.50	43.49	156.2	157.1	152.6	283.2	282.6	262.9

¹ Includes Welland, Thorold and Merriton.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: The Employment Situation, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers (June 1, 1941=100)					
				Employment			Payrolls		
	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949
	\$	\$	\$						
Manufacturing	48.03	47.54	45.10	128.2	128.5	122.9	237.4	235.5	213.6
Durable Goods ¹	51.32	50.93	48.15	123.2	122.7	115.5	225.2	222.6	198.0
Non-Durable Goods	44.71	44.13	42.09	131.1	132.1	127.8	248.9	247.5	228.4
Animal products—edible	45.67	43.92	44.49	138.4	144.1	140.1	250.3	250.6	245.4
Fur and products	47.25	44.95	43.59	149.8	148.0	140.8	262.4	246.4	229.3
Leather and products	34.60	34.77	33.22	103.9	103.9	108.2	191.0	192.1	189.9
Boots and shoes	33.01	33.60	31.64	100.5	102.5	106.4	186.9	183.9	189.6
Lumber and its products	43.60	43.40	40.26	134.4	136.3	124.2	269.3	271.8	230.5
Rough and dressed lumber	45.20	44.99	41.50	132.3	136.4	119.4	279.8	266.9	232.6
Furniture	42.00	41.77	39.73	173.8	170.3	160.6	265.5	258.9	234.5
Other lumber products	39.36	38.99	36.34	109.7	109.2	110.6	232.8	229.8	217.6
Plant products—edible	39.49	38.42	37.26	159.9	172.8	158.4	278.5	292.9	261.4
Pulp and paper products	54.14	54.05	50.76	146.1	146.6	140.4	266.9	267.2	240.3
Pulp and paper	61.54	61.48	57.94	132.8	135.0	127.5	258.8	262.9	233.9
Paper products	44.53	44.44	41.41	180.1	178.1	174.3	331.5	327.1	298.2
Printing and publishing	50.78	50.45	47.45	149.9	149.0	143.7	255.6	252.5	228.9
Rubber products	50.53	48.16	45.30	137.7	135.0	123.3	296.8	277.2	238.1
Textile products	37.59	37.23	35.50	120.9	118.8	116.4	237.1	230.6	215.9
Thread, yarn and cloth	41.43	40.72	39.17	118.0	116.1	110.1	258.8	250.3	228.2
Cotton yarn and cloth	39.99	39.61	38.25	100.9	99.8	91.1	209.1	204.9	180.6
Woolen yarn and cloth	40.02	39.28	37.54	103.8	102.1	99.4	232.2	225.3	208.8
Synthetic silk and silk goods	44.54	43.29	41.38	157.5	154.8	152.8	382.4	365.5	341.9
Hosiery and knit goods	35.20	34.74	33.38	114.1	110.0	114.2	220.0	209.5	208.6
Garments and personal furnishings	34.12	34.10	32.35	134.1	132.3	130.5	235.8	232.4	219.2
Other textile products	40.15	39.78	37.70	98.0	96.9	97.0	194.8	190.9	180.5
Tobacco	45.37	44.83	42.22	109.1	109.6	112.9	275.9	274.0	265.5
Beverages	50.33	49.65	47.98	172.9	176.9	170.5	294.0	296.8	270.0
Chemicals and allied products	51.17	50.98	48.51	102.9	102.3	99.3	193.4	191.5	177.1
Clay, glass and stone products	50.12	49.24	46.84	153.8	155.1	145.2	313.1	310.4	276.6
Electric light and power	52.02	52.35	49.41	170.2	171.0	170.6	281.5	284.6	267.8
Electrical apparatus	51.96	51.19	48.90	191.4	188.2	166.3	364.7	353.2	304.2
Iron and steel products	53.37	53.15	50.02	111.9	111.3	106.7	196.4	194.6	175.4
Crude, rolled and forged products	56.38	55.10	53.89	149.8	148.3	134.2	229.4	221.9	196.4
Machinery (other than vehicles)	52.25	51.45	48.24	121.0	117.9	109.1	219.0	210.2	183.8
Agricultural implements	49.69	50.75	46.60	170.8	170.1	166.5	314.4	319.6	287.0
Land vehicles and aircraft	54.36	54.74	50.98	106.6	106.4	103.8	178.5	179.5	162.7
Automobiles and parts	57.39	57.81	52.00	136.9	136.8	123.8	204.7	206.1	167.3
Steel shipbuilding and repairing	49.76	49.74	48.80	64.2	67.7	68.9	106.5	112.3	112.1
Heating appliances	49.32	49.02	45.87	158.3	155.9	159.5	294.6	288.2	276.9
Iron and steel fabrication (n.e.s.)	54.90	54.38	50.90	102.1	101.7	102.4	238.1	235.0	219.8
Foundry and machine shop products	54.36	53.31	48.77	89.2	86.9	87.5	241.9	231.1	207.3
Other iron and steel products	51.44	50.80	47.90	107.2	106.3	99.0	201.7	197.5	173.0
Non-ferrous metal products	53.20	52.30	50.70	118.5	116.1	112.9	236.2	227.6	212.3
Non-metallic mineral products	58.39	57.60	55.06	127.3	128.0	125.2	253.8	251.9	235.6
Miscellaneous	41.34	41.20	38.34	166.4	165.2	167.8	305.2	301.8	287.0
Logging	55.85	54.84	54.04	110.0	109.7	104.3	192.1	188.0	176.5
Mining	52.43	51.36	53.71	93.6	92.6	99.0	192.7	186.7	209.0
Coal	58.30	57.63	56.21	98.6	98.0	92.7	158.5	155.8	143.6
Metallic ores	54.31	52.52	49.09	195.0	197.9	165.8	300.1	381.7	300.3
Non-metallic minerals (except coal)	43.88	43.66	42.16	219.4	218.4	204.9	346.7	343.5	312.3
Communications	46.48	47.92	45.28	130.1	129.4	126.1	236.1	242.2	224.2
Telegraphs	43.13	42.60	41.30	239.6	238.5	224.3	370.0	368.8	331.6
Telephones	54.00	54.30	52.58	144.9	146.7	144.5	238.9	243.1	231.8
Transportation	48.79	48.60	46.89	164.2	164.3	161.4	274.9	274.1	259.6
Street railways, cartage and storage	59.52	60.86	58.43	135.3	136.1	134.8	222.3	228.6	217.5
Steam railway operations	48.12	46.55	46.63	127.8	135.4	132.3	237.0	242.8	237.8
Shipping and stevedoring	44.73	44.27	42.25	149.9	145.5	142.2	277.2	279.4	260.7
Construction and Maintenance	48.60	48.13	45.94	194.8	196.5	188.4	330.7	330.3	302.6
Building	39.50	39.05	36.85	118.2	123.3	125.7	242.0	249.7	240.1
Highway	43.00	42.86	42.57	97.2	97.1	91.9	210.7	209.8	197.3
Railway	39.24	29.95	28.74	145.6	150.3	145.0	266.7	272.8	252.3
Services ²	27.72	27.37	26.43	151.5	150.9	153.7	278.1	288.0	268.5
Hotels and restaurants	30.50	30.14	29.05	127.9	129.6	130.0	219.0	219.2	212.7
Personal (chiefly laundries)	39.71	39.36	37.45	157.2	154.5	152.2	261.0	254.3	238.9
Trade	37.12	36.79	35.03	153.6	150.4	148.6	260.0	252.3	237.7
Retail	46.11	45.65	43.44	170.6	169.2	165.3	263.1	258.4	241.2
Wholesale	46.39	45.99	43.80	137.9	137.5	132.3	248.1	245.3	224.8
Eight Leading Industries	43.44	43.26	41.20	157.0	156.7	147.8	234.9	233.3	209.9
Finance	39.15	39.14	37.37	166.8	166.5	159.8	250.0	249.6	227.9
Banks and trust companies	55.55	53.38	51.55	172.9	168.6	150.0	278.5	260.9	223.6
Brokerage and stock market operations	48.32	48.13	45.81	143.2	143.0	133.6	215.4	214.3	190.5
Insurance	46.27	45.87	43.69	138.6	138.2	132.9	247.6	244.8	224.2
Nine Leading Industries									

¹ Includes iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed, with the exception of electric light and power. ² Mainly hotels and restaurants and laundry and dry-cleaning plants.

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Average Hours Worked and Average Hourly Earnings, D.B.S.

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-4. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non- Durable Goods	All Manufactures	Durable Goods	Non- Durable Goods
				no.	no.	no.
Nov. 1, 1944.....	46.3	47.0	45.3	70.3	77.7	60.1
Nov. 1, 1945.....	44.9	45.3	44.6	67.5	74.8	60.6
Nov. 1, 1946.....	42.4	42.5	42.3	72.9	79.4	66.7
Nov. 1, 1947.....	42.9	43.1	42.7	84.7	91.9	77.6
Nov. 1, 1948.....	43.1	43.2	43.0	95.5	103.4	87.6
Nov. 1, 1949.....	42.8	42.8	42.9	99.5	108.0	91.4
*Jan. 1, 1950.....	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950.....	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950.....	42.5	42.6	42.5	101.4	109.8	93.1
Apr. 1, 1950.....	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950.....	42.6	42.9	42.4	102.5	110.6	94.3
June 1, 1950.....	42.0	42.2	41.7	103.5	111.4	95.5
July 1, 1950.....	42.5	42.9	42.2	103.9	111.8	95.7
Aug. 1, 1950.....	42.5	42.7	42.2	104.2	112.5	95.8
Sept. 1, 1950 ¹	41.9	41.5	42.4	104.4	112.9	95.9
Oct. 1, 1950.....	42.0	43.0	42.8	105.3	114.3	96.3
Nov. 1, 1950.....	43.0	43.1	43.0	106.2	114.8	97.5

* The averages at this date were affected by loss of working time at the year-end holidays in the case of January 1.

¹ Railway dispute.**TABLE C-7.—AVERAGE WEEKLY WAGES IN MANUFACTURING**

(Source: Average Hours Worked and Average Hourly Earnings, D.B.S.)

Week Preceding	All Manufactures ¹	Durable Manufactured Goods	Non-Durable Manufactured Goods	\$	\$	\$
				\$	\$	\$
Nov. 1, 1944.....	32.55	36.52	27.23			
Nov. 1, 1945.....	30.31	33.88	27.03			
Nov. 1, 1946.....	30.91	33.75	28.21			
Nov. 1, 1947.....	36.34	39.70	33.14			
Nov. 1, 1948.....	41.16	44.67	37.67			
Nov. 1, 1949.....	42.59	46.22	39.21			
*Jan. 1, 1950.....	40.34	44.05	36.79			
Feb. 1, 1950.....	42.68	46.21	39.26			
Mar. 1, 1950.....	43.10	46.77	39.57			
Apr. 1, 1950.....	43.53	47.30	39.87			
May 1, 1950.....	43.67	47.45	39.98			
June 1, 1950.....	43.47	47.01	39.82			
July 1, 1950.....	44.16	47.96	40.39			
Aug. 1, 1950.....	44.29	48.04	40.43			
Sept. 1, 1950 ²	43.74	46.85	40.66			
Oct. 1, 1950.....	45.17	49.15	41.22			
Nov. 1, 1950.....	45.67	49.48	41.93			

* See footnote to Table C-6. ¹ Exclusive of electric light and power. ² Railway dispute.**TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**

(Hourly-Rated Wage-Earners.) SOURCE: Average Hours Worked and Average Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949
Nova Scotia.....	44.0	43.7	44.2	90.2	90.7	89.9
New Brunswick.....	45.0	46.1	44.8	93.9	92.7	89.1
Quebec.....	45.0	44.9	44.4	95.2	94.4	90.4
Ontario.....	42.3	42.2	42.3	112.3	111.1	104.2
Manitoba.....	42.4	42.1	42.9	102.1	102.1	96.9
Saskatchewan.....	43.1	42.8	42.0	107.5	106.9	102.4
Alberta.....	42.3	40.7	42.9	107.1	105.6	101.4
British Columbia.....	38.7	39.1	38.4	127.4	126.8	119.4
Montreal.....	43.5	43.1	43.1	99.8	99.5	95.4
Toronto.....	41.5	41.4	41.5	111.2	109.8	102.7
Hamilton.....	40.8	40.7	41.2	123.5	123.5	113.1
Windsor.....	39.8	40.5	40.4	134.3	133.4	126.3
Winnipeg.....	42.0	41.7	42.6	101.2	101.1	96.0
Vancouver.....	37.9	38.6	37.8	125.4	126.1	117.3

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Average Hours Worked and Average Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Manufacturing									
* Durable manufactured goods	43.0	42.9	42.8	106.2	105.3	99.5	45.67	45.17	42.59
Non-durable manufactured goods	43.1	43.0	42.8	114.8	114.3	108.0	49.48	49.15	46.22
Animal products—edible	43.0	42.8	42.9	97.5	96.3	91.4	41.93	41.22	39.21
Dairy products	41.8	41.7	43.5	105.4	100.5	100.3	44.06	41.91	43.63
Meat products	46.1	47.0	46.6	80.6	79.0	76.4	37.16	37.13	35.60
Leather products	42.1	41.6	43.8	116.5	111.4	109.8	49.05	46.34	48.09
Leather boots and shoes	39.9	40.4	40.3	80.4	80.4	76.2	32.08	32.48	30.71
Wood products	42.6	42.6	42.0	98.9	98.4	91.4	42.13	41.92	38.39
Saw and planing mills ¹	41.9	42.2	41.2	105.0	104.1	96.9	44.00	43.93	39.92
Containers	45.9	44.3	45.6	84.8	84.2	76.7	38.92	37.30	34.98
Furniture	43.8	43.6	43.4	91.5	91.0	86.5	40.02	39.68	37.54
Musical instruments	44.9	45.5	44.8	88.1	88.9	86.6	39.56	40.45	38.80
Plant products—edible	43.5	43.3	43.6	81.6	79.7	77.1	35.50	34.51	33.62
Flour and other milled products	46.0	46.7	45.9	100.5	99.7	96.0	46.23	46.56	44.06
Fruit and vegetable preserving	40.2	42.8	41.1	74.7	73.9	72.1	30.03	31.63	29.63
Bread and bakery products	43.6	44.5	43.9	84.2	83.2	78.6	36.71	37.02	34.51
Chocolate and cocoa products	42.6	42.4	43.3	69.9	70.3	66.0	29.78	29.81	28.58
Pulp and paper products	45.5	45.6	45.4	116.7	116.1	108.9	53.10	52.94	49.44
Pulp and paper mills	49.1	49.0	48.5	121.1	120.8	114.4	54.46	59.19	55.48
Paper products	43.0	44.1	44.1	93.0	92.0	86.0	40.83	40.57	37.93
Printing and publishing	40.9	40.8	41.0	125.0	123.9	115.0	51.13	50.55	47.15
Rubber products	43.4	41.5	42.0	112.3	110.8	101.9	48.74	45.98	42.80
Textiles—all branches	41.9	41.7	41.2	84.4	83.6	80.4	35.36	34.86	33.12
Thread, yarn and cloth	44.3	44.1	43.7	88.8	87.4	84.7	39.34	38.54	37.01
Cotton yarn and cloth	42.9	42.9	42.8	89.6	88.9	85.9	38.44	38.14	36.77
Woolen yarn and cloth	44.6	43.9	43.7	84.9	84.0	79.7	37.87	36.88	34.83
Synthetic silk and silk goods	46.2	46.0	44.9	90.8	87.6	86.8	41.95	40.30	38.97
Hosiery and knit goods	41.6	41.3	41.8	79.6	78.6	75.3	33.11	32.46	31.48
Garments and personal furnishings	38.7	38.4	37.8	79.3	79.5	76.4	30.69	30.53	28.88
Tobacco	41.4	41.5	43.7	100.7	100.5	98.6	41.69	41.71	39.16
Beverages	42.2	42.8	43.3	106.4	103.8	99.4	44.90	44.43	43.04
Distilled and malt liquor	41.5	42.4	42.3	111.8	109.2	104.7	46.40	46.30	44.29
Chemicals and allied products	43.4	43.5	44.0	106.8	106.0	99.5	46.35	46.11	43.78
Drugs and medicines	41.7	41.1	42.2	89.0	89.3	83.1	37.11	36.70	35.07
Clay, glass and stone products	45.6	45.3	45.8	106.4	104.8	98.4	48.52	47.47	45.07
Glass products	46.6	45.9	46.2	103.0	100.5	94.4	48.00	46.13	43.61
Lime, gypsum and cement products	45.9	46.0	47.6	105.4	104.7	99.2	48.38	48.16	47.22
Electrical apparatus	42.0	41.7	42.2	117.9	116.5	109.4	49.52	48.58	46.17
Heavy electrical apparatus ¹	41.8	41.0	43.0	134.1	132.3	121.8	56.05	54.24	52.37
Iron and steel products	43.1	43.1	42.6	120.2	120.0	113.5	51.81	51.72	48.35
Crude, rolled and forged products	43.3	42.4	43.7	126.9	126.8	120.5	54.95	53.76	52.66
Primary iron and steel	42.9	41.9	43.4	128.7	128.8	122.6	55.21	53.97	53.21
Machinery (other than vehicles)	44.4	44.1	43.3	113.0	111.7	105.4	50.17	49.26	45.64
Agricultural implements	37.6	39.1	38.5	125.5	124.1	113.6	47.19	48.52	43.74
Land vehicles and aircraft	42.9	43.3	42.1	123.9	124.2	118.1	53.55	53.78	49.72
Railway rolling stock	44.0	44.2	43.5	115.4	115.6	114.3	50.78	51.10	49.72
Automobiles and parts	41.4	41.7	39.9	132.7	132.3	128.3	54.94	55.54	49.40
Aeroplanes and parts	46.4	47.8	46.1	117.6	118.7	111.9	54.57	56.74	51.59
Steel shipbuilding and repairing	43.4	42.4	42.9	110.8	113.8	110.3	48.09	48.25	47.32
Iron and steel fabrication n.e.s.	43.2	43.6	43.0	117.4	116.7	109.0	50.72	50.58	46.87
Hardware, tools and cutlery	43.9	43.2	43.3	105.9	104.6	98.1	46.49	45.19	42.48
Foundry and machine shop products	44.2	43.6	43.2	121.9	121.0	111.6	53.88	52.76	48.21
Sheet metal work	42.9	42.9	43.4	109.6	109.8	102.5	47.02	47.10	44.49
Non-ferrous metal products	43.8	43.4	44.1	114.2	113.5	109.2	50.02	49.26	48.16
Smelting and refining	44.0	43.8	45.0	124.0	123.8	118.8	54.56	54.22	53.46
Aluminum and its products	42.5	43.0	43.4	103.1	102.0	100.5	43.82	43.86	43.62
Brass and copper manufacturing	44.1	47.7	42.8	111.3	110.1	106.8	49.08	48.11	45.71
Non-metallic mineral products	42.1	42.5	43.4	128.3	126.9	119.3	54.01	53.93	51.78
Petroleum and its products	40.3	40.9	43.1	139.4	138.0	126.7	56.18	56.44	54.61
Miscellaneous manufactured products	42.6	42.1	41.9	92.4	91.9	85.7	39.36	38.69	35.91
Mining	43.8	43.1	44.5	123.8	123.1	118.6	54.22	53.06	52.78
Coal	39.6	39.1	40.3	130.3	128.9	132.1	51.60	50.40	53.24
Metallic ores	45.3	44.5	46.5	124.7	124.6	117.2	56.49	55.45	54.50
Non-metallic minerals (except coal)	45.8	44.8	45.4	113.6	112.2	102.8	52.03	50.27	49.67
Local Transportation ²	45.2	45.4	46.0	106.9	106.4	101.9	48.32	48.31	46.87
Building Construction	40.4	40.6	41.2	117.2	115.8	109.0	47.35	47.01	44.91
Highway Construction	41.4	41.9	38.9	89.6	88.3	86.8	37.09	37.00	33.77
Services (as indicated below)	42.5	42.5	41.9	67.5	66.6	64.9	28.69	28.31	27.19
Hotels and restaurants	43.4	43.4	42.4	66.5	65.3	63.8	28.86	28.34	27.05
Personal (chiefly laundries)	40.8	40.9	40.8	69.8	69.3	67.3	28.48	28.34	27.46

* Durable manufactured goods industries.

¹ Based upon June 1, 1941, as 100 p.c., the index numbers of average hourly earnings of wage-earners employed by eight establishments manufacturing heavy electrical apparatus are as follows; 1950, Sept. 1, 251.2; Oct. 1, 251.0; and Nov. 1, 254.5; 1949, Nov. 1, 231.1.

² Chiefly street and electric railways.

³ Formerly lumber products.

⁴ Formerly rough and dressed lumber.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.

Note: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Monthly Average 1945.....	45.0	69.4	31.23	103.3	96.7	106.8
Monthly Average 1946.....	43.2	70.0	30.24	100.1	100.0	100.1
Monthly Average 1947.....	43.0	80.2	34.46	114.0	109.6	104.0
Monthly Average 1948.....	42.7	91.3	38.99	129.0	125.4	102.9
Monthly Average 1949.....	42.4	98.6	41.81	138.4	130.1	106.4
Week preceding:		cts.	\$			
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.9	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.8	129.1	104.3
November 1, 1948.....	43.1	95.5	41.18	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949.....	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September 1, 1949.....	42.4	98.4	41.72	138.1	131.3	105.2
October 1, 1949.....	42.7	99.3	42.40	140.3	131.2	106.9
November 1, 1949.....	42.8	99.5	42.59	140.9	130.8	107.7
December 1, 1949.....	42.9	100.0	42.90	142.0	130.7	108.6
January 1, 1950.....	42.6*	101.1	43.07*	142.5	130.3	109.4
February 1, 1950.....	42.3	100.9	42.68	141.2	130.7	108.0
March 1, 1950.....	42.5	101.4	43.10	142.6	132.4	107.7
April 1, 1950.....	42.8	101.7	43.53	144.0	132.7	109.5
May 1, 1950.....	42.4*	102.5	43.46*	143.8	132.7	108.4
June 1, 1950.....	42.0	103.5	43.47	143.8	133.8	107.5
July 1, 1950.....	42.5	103.9	44.16	146.1	135.5	107.8
August 1, 1950.....	42.5	104.2	44.29	146.6	136.3	107.6
September 1, 1950.....	41.9	104.4	43.74	144.7	137.4	105.3
October 1, 1950.....	42.9	105.3	45.17	149.5	138.1	108.3
November 1, 1950 (1).....	43.0	106.2	45.67	151.1	138.1	109.4

* Figures adjusted for holidays. The actual figures are: January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91; January 1, 1950, 39.9 hours, \$40.34; May 1, 1950, 42.6 hours, \$43.67.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT AS AT FIRST OF MONTH

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
January 1945	87,552	36,021	123,573	41,337	18,674	60,011
January 1946	53,801	26,245	80,046	151,618	34,336	185,954
January 1947	54,742	34,987	89,729	135,956	28,221	164,177
January 1948	23,515	17,151	40,666	111,304	31,108	142,412
January 1949	11,996	13,063	25,059	150,474	36,188	186,659
January 1950	7,971	9,748	17,719	218,769	55,188	273,957
February 1950	8,315	10,076	18,391	301,039	74,557	375,596
March 1950	9,614	11,429	21,043	300,352	75,646	375,998
April 1950	11,967	12,032	23,999	349,098	79,193	428,291
May 1950	18,635	15,386	34,021	310,044	77,797	387,841
June 1950	25,038	16,375	41,413	184,335	70,062	254,397
July 1950	24,392	15,519	39,911	136,291	68,280	204,571
August 1950	26,391	13,582	39,973	99,100	58,188	157,288
September 1950	29,631	16,559	46,190	97,634	53,969	151,603
October 1950	47,469	17,322	64,791	79,760	53,314	133,074
November 1950	41,144	13,085	54,229	89,690	57,310	147,000
December 1950	32,081	11,039	43,120	124,850	61,456	186,306
January 1951 (1)	24,402	9,969	34,370	173,186	53,691	226,877

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 30, 1950

SOURCE: Form UIC 751

Industry	Male	Female	Total	Change from November 2, 1950	
				Absolute	Percentage
Agriculture, Fishing, Trapping	461	157	618	-478	-43.6
Logging	17,887	9	17,896	-3,452	-16.2
Pulpwood	14,926	6	14,932	-3,183	-17.6
Lumber	2,915	3	2,918	-211	-6.8
Other logging	46		46	-58	-55.8
Mining	376	17	393	-472	-54.6
Coal	125	1	126	-47	-31.2
Metallic ores—					
Iron	46		46	+6	+15.0
Gold	98	6	104	-59	-36.2
Nickel	7		7	-341	-98.0
Other metallic ores and non-metallic minerals	59	4	63	-9	-12.5
Prospecting and oil producing	41	6	47	-12	-20.3
Manufacturing	4,145	1,911	6,056	-2,787	-31.5
Food and kindred products	247	130	377	-321	-46.0
Textiles, apparel, etc.	327	970	1,297	-1,085	-45.6
Lumber and finished lumber products	532	41	573	-274	-32.4
Pulp and paper products and printing	255	112	367	-210	-36.4
Chemicals and allied products	189	84	273	-98	-26.4
Products of petroleum and coal	12	5	17	-5	-22.7
Rubber products	55	28	83	-28	-25.2
Leather and products	101	150	251	-126	-33.4
Stone, clay and glass products	70	14	84	-88	-51.2
Iron and steel and products	516	39	555	-152	-21.5
Non-ferrous metals and products	182	37	219	-159	-42.1
Machinery	397	62	459	-43	-8.6
Electrical equipment and products	281	89	370	-55	-13.0
Transportation equipment and other manufacturing	981	150	1,131	-143	-11.2
Construction	2,300	51	2,351	-1,631	-41.0
Transportation and Storage	866	66	932	-683	-42.3
Communication, and Other Public Utilities	296	106	402	-135	-25.1
Trade	2,073	3,080	5,153	+353	+7.4
Wholesale	705	300	1,005	-299	-22.9
Retail	1,368	2,780	4,148	+652	+18.6
Finance, Insurance, Real Estate	918	578	1,496	-227	-13.2
Service	2,765	5,064	7,829	-1,592	-16.9
Public	1,405	552	1,957	+125	+6.8
Domestic	60	2,504	2,564	-552	-18.5
Personal	773	1,759	2,532	-874	-25.7
Other service	527	249	776	-261	-25.2
All Industries	32,087	11,039	43,126	-11,104	-20.5

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, AS AT NOVEMBER 30, 1950

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,300	306	1,606	3,103	929	4,032
Clerical Workers.....	2,198	2,986	5,184	6,039	16,100	22,139
Sales Workers.....	1,356	1,841	3,197	3,739	8,229	11,968
Personal and Domestic Service Workers.....	544	4,134	4,678	12,042	11,794	23,836
Seamen.....	57	—	57	1,237	18	1,255
Agriculture and Fishing.....	424	11	435	1,539	367	1,906
Skilled and semiskilled Workers.....	23,366	1,170	24,536	47,132	11,864	58,996
Food and kindred products.....	58	25	83	931	627	1,558
Textiles, clothing, etc.....	172	870	1,042	1,749	6,873	8,622
Lumber and wood products.....	18,122	1	18,123	4,250	65	4,315
Pulp, paper and printing.....	78	17	95	446	333	779
Leather and products.....	87	113	200	855	711	1,566
Stone, clay and glass products.....	26	—	26	134	20	154
Metalworking.....	1,291	4	1,295	5,075	367	5,442
Electrical.....	168	26	194	760	318	1,078
Transportation equipment, n.e.c.....	56	—	56	795	75	870
Mining.....	170	—	170	610	1	611
Construction.....	1,100	—	1,100	13,045	2	13,047
Transportation (except seamen).....	735	6	741	7,410	34	7,444
Communications and public utility.....	55	—	55	235	3	238
Trade and service.....	141	68	209	1,502	1,130	2,632
Other skilled and semiskilled.....	915	28	943	6,281	986	7,267
Foremen.....	56	3	59	1,003	226	1,229
Apprentices.....	136	9	145	2,051	93	2,144
Unskilled Workers.....	2,836	591	3,427	50,019	12,155	62,174
Food and tobacco.....	68	81	149	1,320	2,551	3,871
Lumber and lumber products.....	444	5	449	2,492	263	2,755
Metalworking.....	109	30	139	1,634	268	1,902
Construction.....	758	—	758	7,890	1	7,891
Other unskilled workers.....	1,457	475	1,932	36,683	9,072	45,755
Total.....	32,081	11,039	43,120	124,850	61,456	186,306

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF NOVEMBER, 1950

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping.....	588	451	515
Logging.....	2,687	1,616	1,241
Mining.....	208	241	167
Manufacturing.....	4,795	5,328	3,744
Food and kindred products.....	552	640	440
Textiles, apparel, etc.....	787	887	592
Lumber and finished lumber products.....	662	710	557
Pulp and paper products and printing.....	350	397	259
Chemicals and allied products.....	226	271	171
Products of petroleum and coal.....	20	23	15
Rubber products.....	76	89	65
Leather and products.....	121	133	91
Stone, clay and glass products.....	115	150	104
Iron and steel and products.....	478	547	407
Non-ferrous metals and products.....	189	206	142
Machinery.....	326	347	231
Electrical equipment and products.....	279	303	201
Transportation equipment and other manufacturing.....	614	620	469
Construction.....	3,415	3,673	2,909
Transportation and Storage.....	1,036	1,196	944
Communications, and Other Public Utilities.....	222	234	156
Trade.....	3,524	3,720	2,285
Finance, Insurance, Real Estate.....	334	421	196
Service.....	5,821	5,992	3,930
All Industries.....	22,633	22,872	16,087

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS NOVEMBER 3 TO NOVEMBER 30, 1950; UNPLACED APPLICANTS
AS AT DECEMBER 21, 1950

(SOURCE: Form UIC 751)

Office	Vacancies		Applicants				Unplaced as at Dec. 21, 1950	
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements			
					Regular	Casual		
Newfoundland	192	218	1,835	259	91	29	3,320	3,890
Corner Brook.....	103	197	415	66	17	29	512	697
Grand Falls.....		1	137	20			321	327
St. John's.....	89	20	1,283	173	74		2,487	2,866
Prince Edward Island	882	110	1,391	1,182	491	352	1,061	1,518
Charlottetown.....	398	89	613	456	249	121	638	932
Summerside.....	484	21	778	726	242	231	423	586
Nova Scotia	2,605	1,137	7,010	3,558	1,648	486	10,511	11,254
Amherst.....	88		202	91	74	13	289	366
Bridgewater.....	36	14	258	28	10	13	381	575
Halifax.....	1,200	913	2,783	1,926	604	280	3,777	3,414
Inverness.....	27	1	73	24	23		163	241
Kentville.....	100	51	398	116	49	13	581	779
Liverpool.....	27	7	144	24	19	2	242	321
New Glasgow.....	490	46	956	625	445	30	1,185	1,250
Springhill.....	12	1	117	17	7	4	216	224
Sydney.....	468	43	1,295	544	326	128	2,276	2,441
Truro.....	79	30	376	100	44	3	509	535
Yarmouth-Shelburne.....	78	31	408	63	47		892	1,108
New Brunswick	2,769	1,281	6,518	2,649	1,687	345	9,032	10,388
Bathurst.....	24	55	261	34	14	9	436	715
Campbellton.....	122	86	312	123	69	19	407	583
Edmundston.....	251	65	401	219	185	3	326	359
Fredericton.....	476	283	439	291	261	30	431	516
Minto.....	46	3	100	72	57	2	190	300
Moncton.....	1,085	394	2,306	1,260	701	216	2,525	2,925
Newcastle.....	34	10	297	59	26		462	629
Saint John.....	485	240	1,649	364	240	55	3,127	2,805
St. Stephen.....	91	73	443	72	35	1	765	983
Sussex.....	76	34	76	59	32	5	124	183
Woodstock.....	79	38	234	96	67	5	239	390
Quebec	21,467	17,567	44,984	20,134	12,803	1,571	55,276	66,235
Asbestos.....	43	30	101	31	10	1	182	244
Beauharnois.....	138	8	359	153	123		504	528
Buckingham.....	146	158	257	62	36	1	342	442
Causapscal.....	6	295	126	30	13		186	274
Chandler.....	127	165	270	102	117	13	285	470
Chicoutimi.....	258	407	798	299	145	30	801	799
Dolbeau.....	16	498	105	14	17		146	165
Drummondville.....	210	19	611	243	158	4	1,497	1,089
Farnham.....	84	93	177	42	42		290	334
Granby.....	115	16	488	147	101	4	703	795
Hull.....	277	285	1,149	313	206	2	1,432	1,717
Joliette.....	146	528	571	147	67	11	787	923
Jonquiere.....	297	141	543	279	166	1	601	636
Lachute.....	38	18	142	30	22	3	231	317
La Malbaie.....	46	32	201	9	7		350	714
La Tuque.....	1,046	1,063	886	295	432		363	327
Levis.....	134	68	867	143	95		1,254	1,649
Matane.....	466	1,405	122	47	25		199	342
Megantic.....	286	33	351	232	221		199	271
Mont-Laurier.....	21	296	97	42	30		130	173
Montmagny.....	78	66	321	30	20		371	622
Montreal.....	10,648	3,239	19,548	10,568	6,851	879	22,001	26,265
Port Alfred.....	71	203	248	25	22		335	507
Quebec.....	1,425	1,112	4,842	1,763	716	300	6,777	7,953
Rimouski.....	66	1,424	390	136	116		528	839
Riviere du Loup.....	47	3	379	33	14		575	943
Rouyn.....	303	1,067	597	348	201	41	442	535
St. Agathe.....	104	43	223	99	64		214	283
Ste. Anne de Bellevue.....	50	10	276	52	34	10	234	392
Ste. Therese.....	183	34	375	170	108		613	799
St. Georges de Beauce.....	382	869	424	203	149	1	634	781
St. Hyacinthe.....	289	131	627	313	236	12	795	921
St. Jean.....	265	83	483	285	149	5	694	668
St. Jerome.....	216	35	533	261	193		504	661
St. Joseph d'Alma.....	415	533	606	195	229		630	725
Shawinigan Falls.....	633	475	936	339	151	41	1,333	1,655
Sherbrooke.....	775	317	1,772	879	494	131	1,844	2,084
Sorel.....	39	127	436	49	23	8	1,140	1,569
Thetford Mines.....	116	48	518	204	91		660	568
Three Rivers.....	583	613	1,600	819	398	51	2,326	2,955
Val d'Or.....	458	849	448	209	168	2	390	372
Valleyfield.....	268	80	775	318	237	11	1,109	1,230
Victoriaville.....	103	48	406	176	101	8	545	699

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS NOVEMBER 3 TO NOVEMBER 30, 1950; UNPLACED APPLICANTS AS AT DECEMBER 21, 1950—Continued

(SOURCE: Form UIC 751)

Office	Vacancies		Applicants					Unplaced as at Dec. 21, 1950	
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period		
					Regular	Casual			
Ontario	38,723	17,436	57,497	36,163	22,471	4,452	48,843	53,918	
Arnprior	169	61	202	161	210	11	68	139	
Barrie	590	96	612	544	414	29	264	376	
Belleville	285	46	531	298	135	65	511	552	
Bracebridge	94	1	204	77	119	.....	200	305
Brampton	121	27	173	141	103	6	97	129	
Brantford	536	115	1,133	553	312	91	1,093	1,149	
Brockville	109	7	257	118	88	17	216	235	
Carleton Place	9	1	134	19	12	.....	180	179
Chatham	388	70	742	502	270	50	530	659	
Cobourg	196	16	267	251	163	34	190	247	
Collingwood	85	5	268	81	63	14	398	536	
Cornwall	275	36	853	322	204	39	1,159	1,246	
Fort Erie	38	7	144	64	32	2	223	221	
Fort Frances	193	115	270	225	194	17	123	144	
Fort William	1,272	1,331	950	557	474	48	773	1,077	
Galt	305	168	377	253	197	21	324	283	
Gananoque	55	3	146	71	31	21	133	165	
Goderich	60	42	135	45	30	.....	129	214
Guelph	356	137	598	358	144	120	416	400	
Hamilton	2,189	633	3,928	2,646	1,209	507	4,219	3,782	
Hawkesbury	85	19	274	91	60	6	273	562	
Ingersoll	193	79	232	166	135	5	151	289	
Kapuskasing	212	692	123	87	102	.....	71	78
Kenora	75	162	223	49	200	1	261	275	
Kingston	559	69	1,030	691	445	61	847	895	
Kirkland Lake	265	150	417	244	122	31	386	420	
Kitchener-Waterloo	493	182	770	643	372	83	447	520	
Leamington	101	16	305	127	53	24	394	658	
Lindsay	132	29	171	137	71	16	121	193	
Listowel	44	24	109	74	41	1	121	189	
London	2,111	1,204	2,585	1,852	976	259	1,485	1,625	
Midland	35	7	368	80	29	5	536	327	
Napanee	26	8	72	28	14	4	112	196	
New Toronto	521	109	945	550	404	9	747	661	
Niagara Falls	306	29	845	328	221	27	798	742	
North Bay	589	112	933	622	390	116	499	592	
Orillia	135	22	314	161	93	31	343	412	
Oshawa	830	199	2,244	1,087	733	61	1,785	1,204	
Ottawa	1,542	611	2,363	1,641	836	280	2,477	2,493	
Owen Sound	265	58	466	383	202	23	400	638	
Parry Sound	38	2	106	52	32	2	73	163	
Pembroke	362	196	649	360	195	17	530	463	
Perth	80	20	179	73	51	10	191	241	
Peterborough	318	86	826	351	252	2	1,054	1,029	
Picton	12	8	127	25	7	2	178	284	
Port Arthur	2,820	1,329	1,087	653	1,064	27	780	1,104	
Port Colborne	84	59	234	36	24	.....	378	441
Prescott	23	40	144	41	26	.....	163	251
Renfrew	108	13	175	113	94	2	118	175	
St. Catharines	529	145	1,299	516	333	65	1,450	1,534	
St. Thomas	198	75	436	294	139	13	315	319	
Sarnia	301	34	634	358	268	7	531	551	
Sault Ste. Marie	519	243	511	372	449	1	489	419	
Simcoe	158	59	260	165	92	7	217	271	
Sioux Lookout	96	10	249	225	76	7	104	96	
Smiths Falls	76	3	170	85	39	25	307	366	
Stratford	174	35	309	182	91	42	273	335	
Sturgeon Falls	70	24	268	76	58	8	311	363	
Sudbury	1,241	589	1,342	891	727	168	803	862	
Timmins	535	763	772	458	373	54	745	921	
Toronto	13,156	6,296	15,698	12,114	6,898	1,521	10,220	11,769	
Trenton	132	9	471	233	142	2	378	502	
Walkerton	62	78	132	81	57	.....	141	191
Wallaceburg	132	.....	239	152	66	74	199	194
Welland	287	49	635	333	186	31	648	822	
Weston	406	335	647	426	230	3	484	376	
Windsor	843	191	2,918	1,033	506	216	4,114	4,221	
Woodstock	130	47	258	138	93	11	149	148	
Manitoba	7,291	3,704	12,309	8,097	3,350	1,449	10,880	12,595	
Brandon	395	162	733	418	272	17	706	870	
Dauphin	59	7	267	101	39	22	243	377	
Flin Flon	102	50	182	82	40	10	164	152	
Portage la Prairie	276	43	304	124	245	24	356	539	
The Pas	26	15	63	27	19	.....	77	93
Winnipeg	6,433	3,427	10,700	7,345	2,735	1,376	9,334	10,564	

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS NOVEMBER 3 TO NOVEMBER 30, 1950; UNPLACED APPLICANTS AS AT DECEMBER 21, 1950—Concluded

(SOURCE: Form UIC 751)

Office	Vacancies		Applicants					Unplaced as at Dec. 21, 1950	
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period		
					Regular	Casual			
Saskatchewan	2,559	691	7,678	3,606	1,576	505	7,257	9,234	
Estevan.....	97	22	167	93	78	7	114	171	
Moose Jaw.....	309	76	892	436	222	50	810	1,041	
North Battleford.....	82	46	223	77	61	.....	316	483
Prince Albert.....	190	69	801	369	108	23	1,107	1,128	
Regina.....	1,063	192	2,419	1,447	636	270	1,647	2,245	
Saskatoon.....	570	150	1,976	819	320	144	2,100	2,348	
Swift Current.....	45	34	295	69	31	7	328	569	
Weyburn.....	94	51	217	75	49	2	198	238	
Yorkton.....	109	51	688	221	71	2	637	1,011	
Alberta	6,803	1,715	13,023	7,514	4,535	1,025	10,239	11,659	
Blairmore.....	95	29	123	53	79	.....	158	177
Calgary.....	2,219	451	4,763	2,737	1,307	440	3,861	4,337	
Drumheller.....	81	3	128	62	80	.....	222	228
Edmonton.....	3,512	814	6,324	3,892	2,360	545	4,390	4,861	
Edson.....	353	221	141	132	252	.....	53	52
Lethbridge.....	332	111	957	434	209	34	902	1,113	
Medicine Hat.....	128	53	309	103	89	6	300	463	
Red Deer.....	83	33	278	101	69	.....	353	428
British Columbia	7,240	1,748	25,413	8,327	4,448	1,033	30,583	35,123	
Chilliwack.....	111	22	848	153	83	45	1,041	1,473	
Courtenay.....	69	25	365	29	26	1	343	322	
Cranbrook.....	37	10	182	37	22	.....	265	361
Dawson Creek.....	249	3	356	249	236	10	161	189	
Duncan.....	182	51	434	245	151	10	354	307	
Kamloops.....	161	39	285	157	133	.....	250	353
Kelowna.....	87	5	385	98	46	28	399	832	
Nanaimo.....	113	14	669	144	78	30	806	963	
Nelson.....	133	14	311	163	91	37	279	501	
New Westminster.....	534	129	3,424	578	363	78	4,723	5,028	
Penticton.....	110	17	268	115	90	.....	272	525
Port Alberni.....	155	22	370	211	152	13	310	305	
Prince George.....	477	89	741	463	289	92	339	392	
Prince Rupert.....	246	74	412	138	172	.....	465	547
Princeton.....	68	14	131	84	66	.....	87	122
Trail.....	63	12	293	78	46	7	370	456	
Vancouver.....	3,686	912	13,418	4,490	1,898	579	16,704	18,767	
Vernon.....	89	25	549	108	88	.....	610	927
Victoria.....	613	232	1,775	720	360	103	2,570	2,473	
Whitehorse.....	57	39	197	47	28	.....	235	280
Canada	90,531	45,607	177,658	91,489	53,100	11,247	187,002	215,814	
Males.....	62,598	34,267	128,103	61,980	38,729	6,854	125,243	162,040	
Females.....	27,933	11,340	49,555	29,509	14,371	4,393	61,759	53,774	

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form UIC 751)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940.....	653,455	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (48 weeks)	1,358,885	533,048	1,891,933	516,425	211,246	727,671

E—Unemployment Insurance

TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:		Total	Employed	Claimants ¹
1949—October.....		2,626,000	2,542,500	83,500
November.....		2,625,000	2,519,100	105,900
December.....		2,678,000	2,525,700	152,300
1950—January.....		2,667,000	2,444,900	222,100
February.....		2,659,000	2,361,800	297,200
March.....		2,644,000	2,357,800	286,200
April.....		2,715,000	2,449,600	285,400
May.....		2,659,000	2,449,100	209,900
June.....		2,690,000	2,543,500	146,500
July.....		2,733,000	2,623,600	109,400
August.....		2,735,000	2,642,500	92,500
September.....		2,763,000	2,664,100	98,900
October.....		2,811,000	2,731,700	79,300

¹ Ordinary claimants signing live Unemployment register on last working day of the preceding month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF NOVEMBER 30, 1950

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	1,008	417	87	163	190	37	114
Male.....	960	393	84	155	183	36	109
Female.....	48	24	3	8	7	1	5
(Male).....	(988)	(332)	(53)	(96)	(205)	(88)	(214)
(Female).....	(142)	(38)	(9)	(18)	(27)	(17)	(33)
Prince Edward Island.....	698	245	91	120	95	53	94
Male.....	513	190	73	93	66	35	56
Female.....	185	55	18	27	29	18	38
Nova Scotia.....	8,041	2,147	824	1,169	1,535	776	1,590
Male.....	6,594	1,867	710	993	1,220	605	1,199
Female.....	1,447	280	114	176	315	171	391
New Brunswick.....	7,151	1,756	765	1,103	1,220	685	1,622
Male.....	5,645	1,461	592	818	972	500	1,302
Female.....	1,506	295	173	285	248	185	320
Quebec.....	43,905	12,925	4,885	5,968	6,905	4,272	8,950
Male.....	28,299	9,646	3,382	3,958	4,242	2,339	4,732
Female.....	15,606	3,279	1,503	2,010	2,663	1,933	4,218
Ontario.....	35,788	12,637	3,913	6,597	4,307	2,179	6,155
Male.....	24,732	9,588	2,877	5,091	2,410	1,018	3,478
Female.....	11,056	2,779	1,036	1,506	1,897	1,161	2,677
Manitoba.....	7,276	2,662	832	1,025	857	489	1,411
Male.....	4,653	2,087	565	635	402	215	749
Female.....	2,623	575	267	390	455	274	662
Saskatchewan.....	4,352	1,891	711	636	453	193	468
Male.....	3,322	1,665	608	474	275	72	228
Female.....	1,030	226	103	162	178	121	240
Alberta.....	8,152	4,258	788	934	770	368	1,034
Male.....	6,413	3,799	640	659	426	188	701
Female.....	1,739	459	148	275	344	180	333
British Columbia.....	22,212	7,832	3,011	3,503	3,719	1,432	2,715
Male.....	17,072	6,524	2,460	2,753	2,712	892	1,731
Female.....	5,140	1,303	551	750	1,007	540	984
TOTAL.....	138,583	46,770	15,907	21,218	20,051	10,484	24,153
MALE.....	98,203	37,490	11,991	15,629	12,908	5,900	14,285
FEMALE.....	40,380	9,280	3,916	5,589	7,143	4,584	9,868

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942, TO NOVEMBER, 1950

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950
January.....		4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053
February.....	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282
March.....	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533
April.....	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028
May.....	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619
June.....	4,629	1,772	3,226	10,557	30,646	21,365	31,543	44,783	51,284
July.....	2,668	1,087	3,106	10,580	27,576	20,034	30,487	43,486	43,929
August.....	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545
September.....	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	49,229
October.....	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243
November.....	1,748	2,898	11,798	53,325	37,111	42,385	66,426	114,888	93,016
December.....	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	.....
Total.....	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	923,761

TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, NOVEMBER, 1950

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total ¹	Initial	Renewal	Total Disposed of ²	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland ⁽³⁾	802	752	50	523	348	175	415
(669)	(603)	(66)		(645)	(324)	(321)	(433)
Prince Edward Island.....	481	331	150	409	326	83	138
Nova Scotia.....	4,593	2,647	1,946	4,126	3,283	838	1,360
New Brunswick.....	4,180	2,621	1,559	3,729	2,937	792	1,121
Quebec.....	28,155	17,359	10,796	25,363	19,908	5,455	7,723
Ontario.....	24,388	15,750	8,638	22,948	18,256	4,692	6,662
Manitoba.....	4,893	2,996	1,897	4,081	3,031	1,050	1,233
Saskatchewan.....	3,720	2,519	1,201	2,837	2,179	658	1,180
Alberta.....	5,020	3,188	1,832	3,633	2,878	805	1,925
British Columbia.....	16,784	9,849	6,935	14,620	11,411	3,209	4,866
Total Canada, November, 1950.....	93,016	58,012	35,004	82,319	64,562	17,757	26,623
Total Canada, October, 1950.....	62,243	36,512	25,731	56,790	44,320	12,470	15,926
Total Canada, November, 1949.....	114,888	72,180	42,708	100,586	83,662	16,924	31,711

¹ In addition, revised claims received numbered 19,109. ² In addition, 17,521 revised claims were disposed of. Of these, 649 were special requests not granted, and 1,011 were appeals by claimants. There were 2,730 revised claims pending at the end of the month. ³ Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—CLAIMANTS ⁽¹⁾ NOT ENTITLED TO BENEFIT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of November, 1950	Month of November, 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	8,854	9,366	56,651
Not employed.....	2,472	465	17,206
Not capable of and not available for work.....	1,225	832	10,177
Loss of work due to a labour dispute.....	193	106	3,013
Refused offer of work and neglected opportunity to work.....	1,058	788	11,557
Discharged for misconduct.....	653	549	5,140
Voluntarily left employment without just cause.....	4,669	4,969	31,025
Other reasons ²	8,063	1,441	13,507
Total.....	27,187	18,816	148,276

¹ Includes 9,430 revised claims, disqualified.

² These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-6.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Week November 25 to December 1, 1950	Month of November, 1950		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland.....	360	307	9,953	24,995
(607)	(379)	(24,168)	(51,709)	
Prince Edward Island.....	326	243	8,889	18,986
Nova Scotia.....	4,740	2,955	111,515	266,381
New Brunswick.....	3,797	2,493	93,346	224,640
Quebec.....	28,080	15,336	642,432	1,464,261
Ontario.....	19,752	13,462	454,340	1,071,198
Manitoba.....	4,172	2,390	93,126	211,395
Saskatchewan.....	2,225	1,375	39,324	88,828
Alberta.....	3,648	2,044	71,174	171,384
British Columbia.....	11,952	8,927	257,467	642,035
Total, Canada, November, 1950.....	79,052	49,532	1,781,566	4,184,103
Total, Canada, October, 1950.....	.....	33,772	1,540,670	3,370,904
Total, Canada, November, 1949.....	.....	63,702	2,178,130	5,048,373

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE I-E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO NOVEMBER 30, 1950

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS		DISBURSEMENTS				Balance in Fund			
	CONTRIBUTIONS (Gross less refunds)		Government Refund Re- Supp. Ben. Classes 3 and 4	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS			
	Employer and Employee	Government					Ordinary	Supplementary	Total	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1942.....	36,435,609.06	7,257,121.81	.....	269,268.74	43,991,999.60	27,752.92	27,752.92	43,964,246.68	43,964,246.68
1943.....	57,434,651.43	11,487,057.90	638.11	1,840,448.56	70,762,796.00	716,012.75	716,012.75	114,011,029.93	114,011,029.93	
1944.....	61,720,785.00	12,344,421.74	1,323.67	3,972,047.14	78,038,577.55	1,721,666.29	1,721,666.29	190,327,941.10	190,327,941.10	
1945.....	63,728,855.44	12,746,179.30	2,041.02	6,195,926.42	82,673,002.18	4,968,483.51	4,968,483.51	268,034,459.86	268,034,459.86	
1946.....	62,566,580.66	12,513,778.66	2,303.66	6,116,768.84	81,199,440.82	31,993,240.34	31,993,240.34	317,240,660.34	317,240,660.34	
1947.....	76,015,030.91	15,298,457.58	3,820.43	7,529,985.56	98,752,294.48	43,114,339.18	43,114,339.18	372,878,625.64	372,878,625.64	
1948.....	53,870,534.47	16,366,400.70	5,322.60	9,500,776.12	109,803,333.89	34,947,020.32	34,947,020.32	447,734,939.21	447,734,939.21	
1949.....	98,581,559.98	20,924,013.71	8,359.08	12,113,317.56	131,627,250.33	49,392,732.16	49,392,732.16	529,535,437.38	529,535,437.38	
1950.....	104,432,415.94	20,094,332.20	17,731.42	14,391,257.71	138,935,737.27	85,006,136.24	818,065.89	852,646,972.52	852,646,972.52	
April.....	9,012,614.70	1,799,207.98	1,675.00	1,207,873.23	12,021,371.01	11,852,510.62	2,487,558.22	14,340,068.84	14,340,068.84	
May.....	8,250,223.46	1,650,025.60	13,425.50	2,907.00	1,207,873.23	11,124,514.79	9,583,280.19	909,879.87	10,433,160.06	
June.....	8,612,676.56	1,722,248.56	3,401.00	1,207,018.15	11,545,344.30	6,374,712.78	281,441.50	6,666,154.29	585,848,819.43	
July.....	9,122,651.74	1,825,008.73	4,927.35	1,221,426.54	12,174,014.36	4,723,264.57	34,504.55	4,727,769.42	592,265,064.37	
August.....	11,110,254.79	2,220,928.27	2,902.00	1,238,366.13	14,572,451.19	4,409,087.61	10,561.55	4,419,649.16	603,417,866.40	
September.....	11,370,169.43	2,273,375.13	2,809.00	1,255,583.33	14,901,936.99	3,589,814.46	9,330.58	3,849,145.04	614,470,658.35	
October.....	11,313,655.22	2,282,702.39	4,425.70	1,274,696.26	14,855,479.57	3,566,376.99	1,288.75	3,567,065.74	625,758,472.18	
November.....	*11,444,000.13	2,288,200.58	2,776.00	1,323,276.68	15,058,313.29	4,179,172.57	524.25	4,179,696.82	636,637,088.65	
December.....	80,236,306.15	16,041,607.25	13,425.50	25,583.05	9,936,113.55	106,253,425.50	48,528,220.10	3,735,089.27	52,263,309.37	
Sub-Total.....	725,022,698.03	145,008,460.85	13,425.50	67,423.04	71,925,310.20	942,037,837.62	300,847,613.81	4,563,155.16	305,400,768.97	
Total.....									636,637,088.65	

*Stamps \$5,682,718.94. Meter \$1,477,785.51. Bulk \$4,056,520.97.

Arm. Serv. \$227,034.71. Total \$11,444,060.13.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	93.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	119.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	63.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.6	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.9	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.8	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.8	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.8	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	68.4	163.7	204.0	132.7	136.3	181.4	168.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	68.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	68.9	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.6	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	.....

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF DECEMBER, 1950

SOURCE: Dominion Bureau of Statistics.

—	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Dec. 1, 1949	Nov. 1, 1950	Dec. 1, 1950						
Halifax.....	153.6	159.1	159.0	209.4	118.5	134.3	196.0	159.9	123.4
St. John.....	158.0	167.5	167.6	212.0	122.9	137.0	202.4	168.9	132.8
Montreal.....	164.1	174.8	175.3	229.8	135.5	135.5	176.2	181.0	132.1
Toronto.....	157.4	166.9	167.2	209.2	140.0	161.0	184.5	172.3	132.2
Winnipeg.....	155.7	165.3	166.2	222.4	130.1	123.2	178.2	178.4	127.6
Saskatoon.....	162.7	168.7	169.6	226.5	126.1	140.8	190.2	180.1	125.1
Edmonton.....	156.4	164.9	166.4	227.7	121.8	114.6	189.1	168.6	131.4
Vancouver.....	161.9	171.7	172.6	227.1	125.4	142.6	194.4	171.4	136.9

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	Dec. 1945	Dec. 1946	Dec. 1948	Dec. 1949	Nov. 1950	Dec. 1950	Price Dec. 1950
Beef, sirloin steak.....	lb.	120.7	154.8	163.8	248.4	249.5	308.0	305.2	84.9
Beef, round steak.....	lb.	125.7	167.9	177.6	276.8	278.5	342.7	339.7	81.0
Beef, rolled rib roast, prime.....	lb.	125.5	174.3	186.1	278.3	281.3	342.5	339.9	79.5
Beef, blade roast, blade removed.....	lb.	132.7	162.3	169.2	295.6	296.2	382.0	380.8	62.7
Beef, stewing, boneless.....	lb.	136.7	168.3	173.5	328.7	334.6	433.8	433.1	60.3
Veal, front roll, boneless.....	lb.	139.3	174.0	175.7	303.0	310.7	368.6	371.5	63.6
Lamb, leg roast.....	lb.	109.9	152.8	156.0	232.0	245.1	273.8	273.8	78.2
Pork, fresh loins, centre cut.....	lb.	125.3	143.8	163.3	220.2	235.1	244.8	244.4	65.8
Pork, fresh shoulder, hock off.....	lb.	127.0	143.4	165.4	256.7	246.7	279.1	271.1	50.5
Bacon, side, fancy, sliced, rind off.....	lb.	132.3	142.5	162.7	232.0	233.3	218.2	215.7	80.3
Jard, pure package.....	lb.	151.3	159.6	178.1	326.3	207.9	255.0	250.5	27.8
Shortening, package.....	lb.	134.7	137.5	141.0	283.3	216.7	238.3	239.0	34.3
Eggs, grade "A" Large, carton.....	doz.	156.4	181.3	175.1	212.6	196.6	230.3	233.6	71.9
Milk.....	qt.	111.0	95.4	139.4	160.5	165.1	174.3	174.3	19.0
Butter, creamery, prints.....	lb.	140.5	148.0	164.8	267.8	239.6	223.8	228.6	62.4
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	165.4	170.7	229.0	226.0	226.7	227.5	30.3
Bread, plain, white, wrapped.....	lb.	106.5	106.3	107.9	150.8	165.1	177.6	177.6	11.3
Flour, all purpose.....	lb.	127.3	124.2	124.2	187.9	221.2	221.2	224.2	7.5
Rolled Oats, package.....	lb.	112.0	114.0	114.0	153.6	159.9	187.1	188.7	12.5
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	100.0	162.0	163.0	170.7	171.7	15.8
Tomatoes, canned, 24's.....	tin	129.9	137.7	166.0	224.5	184.0	184.0	190.7	20.0
Peas, 15 oz.....	tin	117.5	121.7	130.8	150.0	147.5	146.6	147.5	16.7
Corn, Cream, Choice, 15 oz.....	tin	128.3	132.7	145.1	187.6	178.8	171.6	172.8	15.5
Beans, dry.....	lb.	129.4	133.3	162.7	280.4	252.9	249.0	259.2	12.8
Onions, cooking.....	lb.	108.2	126.5	130.6	124.5	165.3	125.0	119.0	5.9
Potatoes, No. 1, Table.....	10 lbs.	89.9	149.4	126.8	140.4	150.5	123.6	121.8	26.8
Prunes, bulk or in bag.....	lb.	115.8	120.2	144.7	172.7	196.5	219.0	224.2	25.9
Raisins, seedless, bulk or in bag.....	lb.	104.0	108.6	125.2	129.1	128.5	137.3	140.0	20.6
Oranges, California.....	doz.	132.5	154.3	154.6	125.3	135.8	153.2	158.7	43.5
Lemons.....	1/2 doz.	111.3	148.6	149.5	142.2	166.8	169.2	168.6	26.8
Jam, strawberry, 16 oz.....	jar	111.3	115.1	140.0	150.4	146.1	160.9	161.5	27.3
Peaches, 20 oz.....	tin	101.5	106.1	125.4	146.7	141.1	143.7	144.7	28.0
Marmalade, Orange, 16 oz.....	jar	118.3	128.9	134.0	145.8	140.7	145.9	147.4	19.7
Corn Syrup, 2 lb.....	tin	138.0	157.7	178.7	186.9	176.9	185.2	186.9	31.8
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	132.3	149.2	150.8	191.7	191.7	12.1
Sugar, yellow, in branded package.....	lb.	131.3	134.9	134.9	154.0	157.1	198.1	198.1	12.6
Coffee, medium quality, in bag.....	lb.	141.6	131.7	133.7	186.1	234.9	301.1	299.0	103.1
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	174.1	177.2	182.0	182.0	53.3

* Descriptions and Units of Sale Apply to December 1950 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS.

Locality	Beef						Pork													
	Sirloin steak, per lb.		Round steak, per lb.		Rib, roast, prime, rolled, per lb.		Blade roast, blade removed per lb.		Stewing, boneless, per lb.		Veal, front roll (boneless), per lb.		Lamb, leg roast, per lb.		Fresh loin, centre cut (chops or roast), per lb.		Fresh Shoulder, hock-off, per lb.		Bacon, side fancy, sliced, frind-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
P.E.I.—																				
1—Charlottetown.....	80.0	75.0	.....	.....	b 55.0	b 49.7	.....	.....	.....	.....	63.5	49.0	.....	.....	.....	.....	.....	.....	.....
Nova Scotia—																				
2—Halifax.....	86.2	81.0	74.4	59.2	b b	59.2	59.2	51.7	73.2	65.2	d 51.6	82.1	.....	.....	.....	.....	.....	.....	.....
3—New Glasgow.....	86.3	81.5	76.1	61.4	b b	59.1	59.1	.....	.....	65.4	53.6	81.0	.....	.....	.....	.....	.....	.....	.....
4—Sydney.....	94.3	84.7	72.0	.....	b b	59.7	59.7	72.3	68.0	.....	.....	90.2	.....	.....	.....	.....	.....	.....	.....
5—Truro.....	84.3	75.7	.....	.....	b 58.3	55.7	55.7	.....	.....	65.0	.....	79.0	.....	.....	.....	.....	.....	.....	.....
New Brunswick—																				
6—Fredericton.....	79.7	71.4	69.0	50.7	b b	50.0	50.0	58.0	71.3	58.3	45.7	78.0	.....	.....	.....	.....	.....	.....	.....
7—Moncton.....	84.1	79.9	77.5	57.8	b b	52.2	52.2	.....	74.5	65.0	48.7	78.1	.....	.....	.....	.....	.....	.....	.....
8—Saint John.....	86.8	78.3	74.8	58.7	b b	59.7	59.7	59.4	75.3	67.5	52.0	82.2	.....	.....	.....	.....	.....	.....	.....
Quebec—																				
9—Chicoutimi.....	100.7	93.7	.....	.....	b 65.7	.....	.....	.....	.....	61.0	53.5	84.2	.....	.....	.....	.....	.....	.....	.....
10—Hull.....	79.6	79.1	73.1	59.4	b b	54.7	54.7	54.8	80.3	63.9	46.6	73.4	.....	.....	.....	.....	.....	.....	.....
11—Montreal.....	92.5	87.2	80.6	60.1	b b	55.6	55.6	64.5	77.5	61.5	48.9	72.2	.....	.....	.....	.....	.....	.....	.....
12—Quebec.....	85.9	83.0	73.7	54.4	b b	50.5	50.5	68.4	77.5	51.2	45.5	74.8	.....	.....	.....	.....	.....	.....	.....
13—St. Hyacinthe.....	82.5	78.0	76.1	57.0	b 57.0	51.7	51.7	66.3	.....	58.6	49.5	73.0	.....	.....	.....	.....	.....	72.7	.....
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	72.7
15—Sherbrooke.....	90.4	86.0	73.4	56.1	b 50.8	61.0	61.0	.....	59.9	52.5	78.9	.....	.....	.....	.....	.....	.....	.....	.....
16—Sorel.....	80.0	76.4	72.3	55.8	b 47.2	.....	.....	.....	61.2	43.7	77.5	.....	.....	.....	.....	.....	.....	.....	.....
17—Thetford Mines.....	76.3	77.5	.....	.....	b 52.8	.....	.....	.....	.....	46.5	.....	.....	.....	.....	.....	.....	.....	.....	.....
18—Three Rivers.....	95.4	84.5	70.9	52.1	b 48.3	.....	.....	.....	59.5	49.2	73.8	.....	.....	.....	.....	.....	.....	.....	.....
Ontario—																				
19—Belleville.....	81.3	78.0	78.3	67.0	b 64.3	.....	.....	76.3	66.0	45.7	76.4	.....	.....	.....	.....	.....	.....	.....	.....
20—Brantford.....	82.7	81.3	82.6	69.0	b 64.7	66.6	66.6	79.9	69.7	45.6	77.2	.....	.....	.....	.....	.....	.....	.....	.....
21—Brockville.....	87.5	84.0	90.0	66.7	b 64.5	.....	.....	.....	69.6	51.7	79.4	.....	.....	.....	.....	.....	.....	.....	.....
22—Chatham.....	91.7	88.3	91.3	70.4	b 66.4	.....	.....	81.5	73.3	51.7	77.9	.....	.....	.....	.....	.....	.....	.....	.....
23—Cornwall.....	83.7	81.3	79.0	60.7	b 62.5	.....	.....	.....	65.0	53.0	75.7	.....	.....	.....	.....	.....	.....	81.2	.....
24—Fort William.....	79.8	76.0	79.0	59.0	b 58.0	.....	.....	77.3	61.8	.....	.....	.....	.....	.....	.....	.....	.....	.....	81.2
25—Galt.....	86.7	82.7	85.0	67.3	b 62.3	.....	.....	.....	68.0	53.7	76.9	.....	.....	.....	.....	.....	.....	.....	.....
26—Guelph.....	84.4	81.6	83.3	68.2	b 66.7	66.3	66.3	78.6	68.2	44.4	77.5	.....	.....	.....	.....	.....	.....	.....	.....
27—Hamilton.....	87.8	84.4	84.7	68.2	b 64.2	68.4	68.4	81.1	68.6	47.4	77.1	.....	.....	.....	.....	.....	.....	.....	.....
28—Kingston.....	78.9	77.2	79.7	64.0	b 60.0	.....	.....	76.2	64.4	45.1	75.7	.....	.....	.....	.....	.....	.....	.....	.....
29—Kitchener.....	83.6	82.6	80.6	68.0	b 65.7	64.3	64.3	80.8	69.2	48.2	78.7	.....	.....	.....	.....	.....	.....	.....	.....
30—London.....	86.3	85.2	81.5	67.3	b 64.5	63.0	63.0	81.1	68.6	47.5	80.5	.....	.....	.....	.....	.....	.....	.....	.....
31—Niagara Falls.....	83.1	81.5	83.4	63.5	b 63.6	.....	.....	77.8	69.0	49.3	76.7	.....	.....	.....	.....	.....	.....	.....	.....
32—North Bay.....	81.4	78.2	74.4	63.3	b 56.6	.....	.....	.....	67.2	47.8	80.4	.....	.....	.....	.....	.....	.....	.....	.....
33—Oshawa.....	79.9	80.8	77.0	67.1	b 61.9	.....	.....	.....	67.6	44.6	74.8	.....	.....	.....	.....	.....	.....	.....	.....

COAL AND RENTALS BY CITIES, DECEMBER, 1950

Locality	Lard, pure per lb. package cts.	Shortening, per lb. package cts.	Eggs, grade "A" large, carton per dozen cts.	Milk, per quart cts.	Butter, creamery, prints, per lb. cts.	Cheese, plain, mild, per 1 lb. package cts.	Bread, plain, white, wrapped, per lb. cts.	Flour, All-purpose per lb. cts.	Rolled Oats, package, per lb. cts.	Corn flakes, 8 oz. package cts.
P.E.I.—										
1—Charlottetown.....	27.9	34.9	e 70.1	16.0	63.8	33.0	10.7	8.1	11.9	17.1
Nova Scotia—										
2—Halifax.....	29.5	34.6	e 71.8	19.0	64.8	31.2	11.2	7.8	13.6	16.5
3—New Glasgow.....	29.2	34.4	e 71.9	19.0	64.5	31.2	12.0	7.7	12.8	16.9
4—Sydney.....	28.5	33.9	e 76.5	20.0	65.7	31.4	12.0	8.0	12.6	17.0
5—Truro.....	28.7	34.9	e 72.7	18.0	65.2	32.4	12.0	8.1	13.9	16.3
New Brunswick—										
6—Fredericton.....	28.0	34.2	e 72.3	19.0	64.5	31.2	12.7	7.8	12.7	16.4
7—Moncton.....	26.8	34.6	e 74.6	19.0	64.5	30.7	11.3	8.1	13.5	16.6
8—Saint John.....	28.2	34.9	e 76.3	20.0	65.0	32.2	12.7	7.9	12.8	16.5
Quebec—										
9—Chicoutimi.....	28.6	38.5	69.4	19.0	62.3	32.3	12.8	8.2	....	18.0
10—Hull.....	24.9	32.9	e 71.5	19.0	60.8	29.5	10.7	7.2	11.9	15.1
11—Montreal.....	26.6	34.1	e 71.6	18.5	61.0	29.8	10.7	7.2	12.4	15.2
12—Quebec.....	26.1	34.1	69.9	18.0	62.1	31.2	10.5	7.1	13.1	16.0
13—St. Hyacinthe.....	27.3	34.1	e 67.6	17.0	61.1	29.4	10.7	7.4	13.2	15.2
14—St. Johns.....	26.7	34.3	e 70.7	17.0	61.7	30.7	9.3	7.5	13.3	15.3
15—Sherbrooke.....	27.9	34.2	e 72.6	18.0	60.5	30.3	10.9	7.7	12.4	16.2
16—Sorel.....	25.9	33.5	e 66.7	17.0	60.4	29.7	10.0	7.7	12.8	15.8
17—Thetford Mines.....	28.5	34.3	e 67.3	17.0	60.6	31.4	10.0	8.2	12.5	16.5
18—Three Rivers.....	23.7	33.8	e 70.7	18.0	59.3	29.7	9.3	7.1	13.0	15.6
Ontario—										
19—Belleville.....	28.3	33.6	....	18.0	63.1	30.1	10.7	7.7	12.9	15.6
20—Brantford.....	26.2	33.5	e 72.3	19.0	61.8	28.7	10.7	7.4	12.3	15.7
21—Brockville.....	28.1	34.5	e 68.0	19.0	62.5	30.0	10.7	7.4	12.5	15.3
22—Chatham.....	27.2	34.5	e 67.3	20.0	63.5	29.7	10.7	7.6	13.0	15.6
23—Cornwall.....	27.1	33.5	e 71.8	19.0	62.7	29.1	9.3	7.2	12.7	16.0
24—Fort William.....	27.7	33.2	e 72.1	20.0	62.2	31.1	11.3	7.2	11.8	15.7
25—Galt.....	25.6	33.7	e 67.0	19.0	62.4	29.7	10.7	7.3	12.7	15.3
26—Guelph.....	26.3	33.6	e 69.2	19.0	61.9	29.3	10.7	7.4	12.5	16.5
27—Hamilton.....	27.3	33.9	e 70.3	20.0	63.1	29.1	10.7	7.3	12.4	15.2
28—Kingston.....	26.4	33.4	e 67.8	19.0	61.7	29.6	10.0	7.1	12.7	15.8
29—Kitchener.....	26.5	33.8	e 68.3	19.0	62.4	29.6	10.7	7.5	12.2	15.2
30—London.....	28.0	33.7	e 67.1	19.0	63.0	29.5	10.7	7.3	12.8	15.4
31—Niagara Falls.....	27.5	34.2	e 72.5	20.0	63.6	29.8	10.7	7.2	12.7	14.9
32—North Bay.....	29.3	35.0	e 74.3	19.0	62.6	20.7	10.7	8.0	13.3	16.5
33—Oshawa.....	27.3	33.2	e 69.9	19.0	62.9	29.2	10.7	7.4	12.6	15.3

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS*

Locality	Beef						Pork		
	Sirloin steak, per lb., cts.	Round steak, per lb., cts.	Rib roast, prime, rolled, per lb., cts.	Blade roast, blade removed per lb., cts.	Steving, boneless, per lb., cts.	Veal, front roll (boneless), per lb., cts.	Lamb, leg roast, per lb., cts.	Fresh loin centre cut (chops or roast), per lb., cts.	Fresh Shoulder, hook-off, per lb., cts.
									Bacon, side, fancy, sliced, rind-off, per lb., cts.
34—Ottawa.....	83.4	80.1	80.7	64.9	59.5	77.9	65.4	50.4	72.9
35—Owen Sound.....	84.3	81.7	82.2	65.7	58.2	67.2	49.7	79.0	
36—Peterborough.....	81.4	80.0	79.6	66.9	65.0	78.7	69.4	45.3	72.4
37—Port Arthur.....	80.1	76.6	75.1	59.0	60.1	60.6	51.0	83.9	
38—St. Catharines.....	82.0	79.7	.....	67.3	65.0	68.3	.....	75.0	
39—St. Thomas.....	86.5	83.8	83.7	67.6	65.2	76.3	69.4	50.3	76.4
40—Sarnia.....	82.0	79.5	78.3	66.8	64.5	79.0	68.0	48.7	79.1
41—Sault Ste. Marie.....	85.9	83.5	76.2	63.9	66.8	78.0	67.6	53.2	79.8
42—Stratford.....	85.4	82.4	87.6	68.2	60.8	81.7	69.8	50.7	77.5
43—Sudbury.....	81.9	79.6	77.0	63.4	62.4	62.0	64.5	54.5	79.4
44—Timmins.....	84.5	82.8	80.3	65.5	62.7	62.7	81.4	65.5	51.4
45—Toronto.....	86.1	82.4	85.4	67.9	62.4	64.7	78.1	67.9	43.1
46—Welland.....	83.5	83.0	78.9	66.0	63.5	76.3	69.4	49.4	76.5
47—Windsor.....	83.6	78.7	78.2	62.1	63.1	77.3	66.0	44.6	77.9
48—Woodstock.....	.....	.....	.....	.....	.....	.....	.....	.....	77.6
Manitoba—									
49—Brandon.....	85.0	80.0	.....	59.0	56.7	81.7	.....	.....	82.6
50—Winnipeg.....	83.9	79.1	84.1	63.5	59.5	59.8	72.1	61.5	52.0
Saskatchewan—									
51—Moose Jaw.....	81.7	76.7	77.1	63.0	60.4	61.3	77.4	65.7	54.7
52—Prince Albert.....	81.0	76.7	70.0	57.2	58.0	.....	64.0	54.3	85.3
53—Regina.....	77.5	73.8	74.4	57.8	59.8	64.3	77.9	65.5	54.9
54—Saskatoon.....	70.4	69.2	71.3	55.7	56.0	65.7	74.6	60.9	54.0
Alberta—									
55—Calgary.....	83.1	78.9	83.6	68.0	61.6	70.7	80.1	64.5	57.9
56—Drumheller.....	83.7	81.3	79.5	62.3	59.0	.....	69.4	54.6	87.7
57—Edmonton.....	82.2	76.8	79.1	55.8	57.9	66.5	76.8	61.2	50.5
58—Lethbridge.....	.....	82.5	57.7	61.7	61.7	.....	81.0	.....	87.2
British Columbia—									
59—Nanaimo.....	93.3	87.2	89.0	67.7	66.0	85.0	76.3	60.4	90.4
60—New Westminster.....	88.3	82.3	82.4	66.2	63.0	62.5	74.6	68.0	53.0
61—Prince Rupert.....	94.0	90.0	93.3	.....	65.0	.....	67.0	.....	93.7
62—Trail.....	93.0	87.0	82.1	63.4	64.4	89.0	72.8	62.4	96.7
63—Vancouver.....	95.5	86.3	92.0	75.1	67.0	72.0	78.6	71.6	59.0
64—Victoria.....	94.5	88.5	88.6	70.2	72.3	74.5	85.2	71.7	58.1

COAL AND RENTALS BY CITIES, DECEMBER, 1950

Locality	Coal and rentals by cities, December, 1950									
	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per 1 lb. package	Bread, plain, white, wrapped, per lb.	Flour, All-purpose per lb	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	27.2	34.0	74.1	19.0	63.4	30.1	10.7	7.3	12.7	15.4
35—Owen Sound.....	27.1	34.0	68.3	19.0	62.4	28.8	10.7	7.4	12.7	15.6
36—Peterborough.....	26.1	33.6	69.8	19.0	61.8	29.4	10.7	7.4	12.5	14.5
37—Port Arthur.....	27.9	32.9	72.3	20.0	61.9	29.9	11.3	7.0	12.0	16.1
38—St. Catharines.....	27.4	33.2	72.5	20.0	63.5	29.1	10.7	7.1	12.2	15.1
39—St. Thomas.....	28.0	34.5	71.3	19.0	63.7	30.0	10.7	7.3	13.1	15.8
40—Sarnia.....	27.3	34.6	66.5	20.0	63.8	30.8	10.7	7.8	12.9	15.1
41—Sault Ste. Marie.....	28.5	33.8	75.3	21.0	62.6	30.5	11.3	7.6	12.7	16.0
42—Stratford.....	27.8	34.0	66.7	19.0	61.9	29.0	10.7	7.2	12.6	16.0
43—Sudbury.....	28.9	34.0	73.7	21.0	63.5	29.7	11.3	8.1	13.6	16.2
44—Timmins.....	28.0	33.8	73.5	21.0	62.2	30.4	12.0	7.7	12.4	16.2
45—Toronto.....	27.5	33.7	70.5	20.0	63.0	28.8	10.7	7.2	12.3	15.0
46—Welland.....	27.9	33.9	71.5	20.0	63.2	29.5	10.7	7.0	11.8	15.1
47—Windsor.....	26.2	33.7	71.9	20.0	62.5	29.5	10.7	7.4	13.1	15.4
48—Woodstock.....	27.6	33.6	67.3	19.0	62.0	29.6	10.7	6.8	12.5	15.7
Manitoba—										
49—Brandon.....	28.4	35.3	71.6	17.0	60.0	31.3	11.6	7.4	12.3	16.4
50—Winnipeg.....	27.1	34.6	72.7	18.0	60.7	30.6	13.0	7.0	11.7	15.4
Saskatchewan—										
51—Moose Jaw.....	27.7	35.1	.....	18.0	59.7	30.2	12.0	7.2	11.6	15.7
52—Prince Albert.....	27.5	35.0	74.4	18.0	61.4	30.5	10.4	7.5	12.6	16.2
53—Regina.....	27.9	36.0	76.7	18.0	59.0	30.6	12.0	7.3	12.1	16.3
54—Saskatoon.....	27.3	34.9	73.6	18.0	60.0	30.3	11.2	7.0	11.9	15.3
Alberta—										
55—Calgary.....	27.9	35.4	77.2	19.0	60.7	29.8	12.0	7.2	12.2	16.0
56—Drumheller.....	29.6	33.6	73.0	20.0	61.3	31.2	12.0	7.6	12.8	16.4
57—Edmonton.....	28.1	35.9	72.0	18.0	60.3	30.9	11.2	7.1	11.9	15.8
58—Lethbridge.....	28.0	35.1	74.0	18.0	61.0	29.9	12.0	7.3	11.7	14.9
British Columbia—										
59—Nanaimo.....	31.3	33.6	79.0	19.0	64.6	31.3	13.9	7.2	11.8	15.7
60—New Westminster.....	29.7	32.2	74.0	21.0	63.2	29.7	13.9	7.2	12.0	15.1
61—Prince Rupert.....	29.9	35.9	81.4	27.0	64.4	33.6	14.0	7.9	12.6	17.0
62—Trail.....	30.5	36.2	81.9	21.0	62.6	31.4	14.0	7.5	12.6	15.8
63—Vancouver.....	30.3	31.7	73.7	19.0	63.3	30.4	13.9	7.2	12.0	15.3
64—Victoria.....	31.4	33.8	77.9	19.0	63.3	31.1	13.9	7.6	12.1	15.5

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables				Beans, common dry, white, per lb	Onions, cooking, per lb	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bags per lb	Raisins, Australian seedless, bulk, or in bag, per lb.	Oranges, California per dozen	Lemons, 300 per $\frac{1}{2}$ dozen	Jam, strawberry, with pectin per 32 oz. jar								
	Tomatoes, choice, $2\frac{1}{2}$ s (28 oz.) per tin		Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin																
	cts.	cts.																		
P.E.I.—																				
1—Charlottetown.....	22.3	16.5	15.8	12.7	6.2	16.9	24.6	20.0	45.0	37.0	52.0									
Nova Scotia—																				
2—Halifax.....	21.5	17.5	16.8	12.6	5.0	22.4	27.9	18.8	45.6	27.9	52.9									
3—New Glasgow.....	21.9	.....	15.9	11.3	5.7	24.7	27.7	23.7	46.2	27.0	51.7								
4—Sydney.....	22.0	16.7	16.9	12.5	4.9	24.5	28.5	18.7	45.3	30.2	52.2									
5—Truro.....	20.1	.....	15.7	11.9	5.3	20.4	27.5	18.3	44.7	29.0	51.1								
New Brunswick—																				
6—Fredericton.....	19.6	17.8	.....	12.1	5.9	18.2	26.7	19.5	39.0	27.0	49.6								
7—Moncton.....	21.4	17.1	15.8	12.0	5.9	20.9	27.7	18.7	47.1	28.4	51.9									
8—Saint John.....	20.4	16.6	15.4	13.2	5.5	19.3	27.0	19.7	45.6	28.0	53.4									
Quebec—																				
9—Chicoutimi.....	18.8	.....	.....	9.0	28.2	19.5	27.7	44.4	28.3	60.0								
10—Hull.....	17.0	16.9	.....	12.3	6.8	22.7	24.2	20.2	41.1	24.4	49.2								
11—Montreal.....	18.3	13.4	13.3	12.5	6.2	22.3	25.4	19.8	41.4	22.7	52.2									
12—Quebec.....	19.0	17.1	15.0	12.3	6.6	20.9	23.6	22.3	42.9	26.8	54.6									
13—St. Hyacinthe.....	17.6	17.2	15.2	10.8	7.0	23.8	26.4	20.7	41.7	24.9	51.6									
14—St. Johns.....	17.0	.....	.....	11.7	6.0	22.4	23.9	20.5	41.4	26.0	51.0							
15—Sherbrooke.....	18.8	16.6	.....	12.4	7.4	23.0	28.3	22.4	44.1	25.9	53.3								
16—Sorel.....	17.8	15.7	16.7	11.7	10.0	25.0	22.0	19.6	40.8	25.0	51.8									
17—Thetford Mines.....	18.7	.....	.....	.....	7.6	25.4	27.5	24.3	44.4	26.3	54.0						
18—Three Rivers.....	17.8	.....	.....	12.8	7.1	21.6	24.0	21.1	44.7	26.0	51.3							
Ontario—																				
19—Belleville.....	18.1	.....	16.0	12.9	4.8	25.7	.....	19.0	42.3	26.0	48.0							
20—Brantford.....	20.4	15.7	15.0	12.9	4.9	22.3	.....	20.8	42.9	25.0	47.8								
21—Brockville.....	18.7	17.4	15.1	12.5	6.1	25.2	25.4	21.1	39.3	26.9	50.4									
22—Chatham.....	19.3	16.5	14.8	13.8	4.2	24.7	23.0	18.1	39.0	26.7	49.6									
23—Cornwall.....	18.9	16.3	17.0	11.4	7.5	25.3	25.7	21.7	41.1	23.7	47.3									
24—Fort William.....	19.0	17.6	14.2	12.6	5.1	35.4	25.7	23.8	40.8	28.7	52.6									
25—Galt.....	20.6	18.3	14.4	11.7	4.2	24.6	27.9	18.8	39.9	25.6	48.2									
26—Guelph.....	19.9	17.2	14.7	11.6	4.6	23.9	25.6	19.4	39.9	26.2	48.0									
27—Hamilton.....	19.1	18.0	15.0	14.0	4.8	25.7	28.9	19.0	45.0	27.3	47.8									
28—Kingston.....	18.4	16.0	15.2	13.2	5.2	25.5	24.2	19.1	39.3	24.9	49.3									
29—Kitchener.....	18.9	16.8	14.7	11.7	4.8	26.2	25.0	19.3	42.6	26.8	48.2									
30—London.....	19.0	17.3	15.0	11.3	5.0	23.4	24.7	18.2	44.1	25.2	46.7									
31—Niagara Falls.....	18.3	16.5	14.7	12.4	4.3	23.4	24.5	20.3	43.5	25.7	49.3									
32—North Bay.....	20.5	.....	.....	12.5	4.9	28.5	26.3	24.3	41.7	28.5	49.0							
33—Oshawa.....	18.6	16.7	14.7	11.2	3.9	23.3	.....	18.7	42.6	25.9	47.8								

COAL AND RENTALS BY CITIES, DECEMBER, 1950

Locality	Sugar						Coal			Rent (a)
	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Granulated, bulk or in bag, per lb.	Yellow, branded package per lb.	Coffee, medium, in bags per lb.	Tea, black, medium, per $\frac{1}{2}$ lb. package	Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
P.E.I.—										
1—Charlottetown.....	29.0	39.6	35.5	12.2	11.7	t	112.5	50.2	.....	15.50
Nova Scotia—										
2—Halifax.....	29.0	40.1	33.4	11.6	12.6	107.7	50.2	.....	17.00	31.00-35.00
3—New Glasgow.....	29.7	44.5	34.1	11.9	12.2	112.9	50.0	.....	.....	.....
4—Sydney.....	29.3	45.5	34.0	12.4	12.9	110.1	50.3	.....	12.10	22.00-26.00
5—Truro.....	39.0	35.0	12.2	12.6	109.2	50.1	.....	.....	15.70	.....
New Brunswick—										
6—Fredericton.....	26.7	42.1	33.4	11.9	11.9	103.2	50.0	.....	17.00	23.00-27.00
7—Moncton.....	29.6	39.4	33.3	12.5	12.5	108.3	50.1	.....	16.47	.....
8—Saint John.....	28.9	40.1	33.5	11.7	12.1	106.1	50.5	.....	17.75	23.50-27.50
Quebec—										
9—Chicoutimi.....	31.5	43.5	35.7	12.4	11.6	t	112.0	58.0	26.00	.....
10—Hull.....	27.4	38.0	30.0	11.9	11.8	106.2	53.6	25.50	.....	.....
11—Montreal.....	28.5	40.4	29.6	11.4	11.9	105.2	54.9	25.75	.....	28.50-32.50
12—Quebec.....	28.1	43.6	32.0	11.9	11.9	108.5	56.3	24.50	.....	33.00-37.00
13—St. Hyacinthe.....	28.5	37.9	31.3	11.3	11.4	104.8	54.9	26.00	.....	.....
14—St. Johns.....	27.7	39.3	32.4	11.4	10.7	105.0	55.3	24.50	.....	.....
15—Sherbrooke.....	28.7	40.3	31.7	11.6	12.0	110.1	56.3	25.50	.....	25.50-29.50
16—Sorel.....	26.7	39.1	31.2	11.3	11.1	103.8	53.7	23.75	.....	.....
17—Thetford Mines.....	27.2	39.3	33.1	11.9	11.4	109.3	53.7	.....	.....	.....
18—Three Rivers.....	27.5	41.3	30.1	11.6	11.7	107.8	56.1	24.50	.....	.....
Ontario—										
19—Belleville.....	37.0	29.3	12.1	12.3	105.5	54.6	24.50	.....	.....	.....
20—Brantford.....	27.4	34.7	30.2	11.7	11.6	99.6	54.7	24.25	.....	24.50-28.50
21—Brockville.....	38.2	29.9	11.3	11.7	104.6	54.3	24.50	.....	.....	.....
22—Chatham.....	36.0	30.8	12.3	12.5	103.3	54.7	24.50	.....	.....	.....
23—Cornwall.....	37.8	30.1	11.9	11.9	108.9	54.6	26.25	.....	.....	.....
24—Fort William.....	38.5	31.8	12.7	12.9	100.7	52.4	26.00	.....	.....	31.50-35.50
25—Galt.....	35.7	29.4	11.7	12.2	99.9	54.5	25.50	.....	.....	.....
26—Guelph.....	27.7	33.8	29.3	11.5	11.9	101.6	54.4	24.75	.....	.....
27—Hamilton.....	34.1	29.5	11.6	12.4	102.1	54.8	24.00	.....	.....	33.50-37.50
28—Kingston.....	28.5	35.7	29.8	11.6	11.8	101.5	52.6	25.50	.....	37.50-41.50
29—Kitchener.....	26.3	36.0	29.4	11.6	11.7	99.1	56.0	24.50	.....	33.00-37.00
30—London.....	26.5	37.9	30.0	11.8	12.3	101.6	54.5	25.00	.....	31.50-35.50
31—Niagara Falls.....	37.8	30.1	11.7	12.4	99.9	55.4	24.00	.....	.....	.....
32—North Bay.....	29.0	39.5	32.0	12.7	13.3	114.5	54.5	27.00	.....	.....
33—Oshawa.....	42.7	29.0	11.5	11.9	102.5	55.0	24.50	.....	.....	.....

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS.

Locality	Canned Vegetables						Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bags per lb.	Raisins, Australian seedless, bulk, or in bags, per lb.	Oranges, California per dozen	Lemons, 300 per dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin	Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1, table per 10 lbs.						
cts	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	19.0	14.1	15.3	12.8	5.3	23.8	n	25.8	21.8	42.0	25.3	50.0
35—Owen Sound.....	19.2	16.0	.....	11.6	4.4	23.8	.....	21.8	21.3	41.7	25.4	48.6
36—Peterborough.....	17.8	18.0	.....	13.5	4.9	23.9	25.5	.....	18.8	40.5	24.8	48.5
37—Port Arthur.....	19.0	18.6	15.7	13.3	5.6	36.4	27.3	23.5	43.2	27.9	48.4	.....
38—St. Catharines.....	18.6	15.3	15.4	13.1	3.7	23.9	28.7	18.6	42.9	25.6	46.4	.....
39—St. Thomas.....	19.1	17.3	15.8	12.2	4.7	25.9	29.4	18.9	41.1	26.0	49.0	.....
40—Sarnia.....	19.8	17.0	16.0	13.7	5.9	24.1	.....	19.7	42.3	27.5	49.8	.....
41—Sault Ste. Marie.....	18.7	18.4	15.0	12.1	6.2	29.4	30.6	21.8	43.8	30.1	49.7	.....
42—Stratford.....	19.4	17.0	15.7	12.4	5.0	22.6	28.8	18.0	40.5	25.9	49.1	.....
43—Sudbury.....	18.7	15.9	14.7	12.3	4.7	27.0	26.1	23.1	41.7	28.0	49.6	.....
44—Timmins.....	20.3	17.3	16.5	14.1	5.8	32.7	25.9	22.5	43.2	29.3	50.1	.....
45—Toronto.....	18.6	17.3	13.9	13.5	4.2	26.4	24.9	18.6	44.1	23.8	45.8	.....
46—Welland.....	17.9	14.4	15.3	12.8	4.8	28.0	22.1	18.4	42.9	24.5	47.7	.....
47—Windsor.....	18.4	16.6	15.3	12.1	4.8	23.3	.....	19.8	48.0	27.3	48.7	.....
48—Woodstock.....	18.7	16.7	15.2	13.1	4.9	21.5	.....	18.6	42.9	26.0	47.0	.....
Manitoba—												
49—Brandon.....	22.2	.....	16.0	14.1	7.7	32.4	25.9	22.1	45.6	28.1	70.6	k
50—Winnipeg.....	21.3	17.3	15.8	13.1	6.1	23.9	24.6	24.7	46.2	28.3	66.5	.....
Saskatchewan—												
51—Moose Jaw.....	22.3	.....	18.2	.....	5.8	32.3	.....	19.5	45.0	30.3	.....	k
52—Prince Albert.....	23.7	16.4	.....	13.5	8.7	37.7	25.1	21.3	46.8	34.2	72.7	.....
53—Regina.....	22.6	17.1	16.4	13.1	7.5	30.3	25.6	21.5	45.3	28.4	74.1	.....
54—Saskatoon.....	23.2	.....	14.9	12.9	7.9	36.1	26.4	20.2	46.8	35.8	70.5	.....
Alberta—												
55—Calgary.....	23.0	16.1	15.3	13.5	6.6	30.7	27.1	20.4	43.8	27.4	69.1	k
56—Drumheller.....	24.1	14.4	17.2	13.0	7.1	34.0	25.0	.....	45.9	27.4	73.6	.....
57—Edmonton.....	22.7	16.0	15.7	13.4	7.1	30.3	25.4	20.5	44.7	26.5	70.2	.....
58—Lethbridge.....	22.6	.....	14.2	13.9	6.4	25.5	25.6	20.3	43.2	26.7	69.5	.....
British Columbia—												
59—Nanaimo.....	21.6	18.7	16.3	15.3	6.3	36.3	27.3	21.0	40.2	22.4	65.5	m
60—New Westminster.....	20.0	17.2	14.5	13.7	5.1	32.6	25.9	19.6	37.5	19.7	63.3	k
61—Prince Rupert.....	24.4	18.1	17.3	15.4	7.3	45.9	28.0	21.2	46.5	25.8	69.9	.....
62—Trail.....	24.5	.....	18.5	15.9	7.3	34.7	27.7	22.7	42.3	30.4	71.0	.....
63—Vancouver.....	20.3	16.7	14.5	13.9	5.3	36.3	25.5	19.6	37.8	19.5	63.0	m
64—Victoria.....	20.4	17.7	16.4	14.1	6.5	36.5	24.6	18.7	43.8	22.4	68.7	k

COAL AND RENTALS BY CITIES, DECEMBER, 1950

Locality	Peaches, choice, per 20 oz. tin		Marmalade, orange, per 32 oz. jar		Corn syrup per 2 lb. tin		Sugar		Coal		Rent (a)
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
34—Ottawa.....	28.5	40.4	30.2	11.8	12.0	100.9	54.3	25.50	.....	39.00-43.00	
35—Owen Sound.....	28.0	35.3	30.5	12.1	12.0	110.1	54.6	25.00	.....	.....
36—Peterborough.....	36.7	28.6	11.5	11.8	102.3	55.3	25.25	.....	.....	.....
37—Port Arthur.....	27.3	44.2	32.7	12.7	13.3	101.7	51.3	26.00	.....	25.50-29.50	
38—St. Catharines.....	36.3	29.0	11.7	12.8	98.6	53.7	24.25	.....	.....	33.50-37.50	
39—St. Thomas.....	25.4	41.3	31.0	11.9	12.2	103.2	55.6	24.50	.....	.....
40—Sarnia.....	40.0	30.2	11.8	11.9	104.2	55.2	24.00	.....	.....	.....
41—Sault Ste. Marie.....	37.6	30.5	12.1	11.4	101.5	54.7	24.00	.....	.....	.....
42—Stratford.....	27.0	39.0	29.9	12.2	12.0	104.7	54.0	24.50	.....	.....
43—Sudbury.....	28.3	38.3	33.0	12.2	12.5	100.1	54.4	25.50	.....	36.00-40.00	
44—Timmins.....	27.3	40.9	32.3	12.5	13.0	102.0	54.1	29.00	.....	.....
45—Toronto.....	26.7	37.1	28.8	11.3	12.1	99.2	53.7	22.95	.....	41.50-45.50	
46—Welland.....	25.4	36.0	28.6	11.6	12.2	93.4	54.2	24.00	.....	.....
47—Windsor.....	25.0	33.7	29.7	11.5	12.1	99.3	53.0	24.50	.....	31.50-35.50	
48—Woodstock.....	37.7	30.0	11.9	12.3	105.3	54.9	25.00	.....	.....	.....
Manitoba—											
49—Brandon.....	31.7	43.6	34.8	13.8	14.6	104.9	52.6	.....	16.50	.....
50—Winnipeg.....	27.0	41.6	32.0	14.1	15.1	94.7	50.4	.....	18.00	33.00-37.00	
Saskatchewan—											
51—Moose Jaw.....	43.7	35.0	13.1	13.8	96.0	51.0	.....	14.60	.....	.....
52—Prince Albert.....	43.9	35.7	14.1	14.7	105.8	51.3	.....	15.50	.....	.....
53—Regina.....	30.0	41.6	34.8	13.4	14.2	101.4	51.3	.....	16.00	32.00-36.00	
54—Saskatoon.....	29.0	47.9	34.0	13.7	15.0	98.3	49.9	.....	14.90	25.00-29.00	
Alberta—											
55—Calgary.....	28.4	39.5	34.1	12.9	13.9	97.4	50.7	.....	12.50	32.00-36.00	
56—Drumheller.....	29.7	43.2	36.6	13.2	14.9	99.8	53.0	.....	.....	25.50-29.50	
57—Edmonton.....	28.4	40.3	33.8	12.9	14.3	102.9	50.9	.....	8.20	29.50-33.50	
58—Lethbridge.....	27.0	41.0	33.7	12.7	14.4	98.7	52.5	.....	8.60	.....
British Columbia—											
59—Nanaimo.....	35.7	31.7	11.7	13.5	102.0	53.8	.....	.....	.....	.....
60—New Westminster.....	26.0	35.7	31.3	11.0	12.8	95.7	51.5	.....	17.30	24.00-28.00	
61—Prince Rupert.....	30.7	41.2	34.7	12.9	13.9	100.8	53.4	.....	18.75	22.00-26.00	
62—Trail.....	30.5	40.8	34.3	12.8	13.9	98.2	52.2	.....	16.75	.....
63—Vancouver.....	26.6	35.1	30.4	11.0	12.5	92.3	51.7	.....	17.55	30.00-34.00	
64—Victoria.....	29.2	37.9	30.7	11.8	13.1	97.1	51.9	.....	18.65	25.00-29.00	

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases, with price averages for earlier years. Changes in grading, trade practices etc., occur from time to time.

(a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone in. (c) Including butts. (d) Mixed—hock-off and hock-on. (e) Mixed—carton and loose. (f) Loose. (g) Estimate. (i) Mixed—California and Australian. (k) Pure. (m) 360's. (n) Mixed—package and bulk (p) Package. (s) Mixed—choice and fancy. (t) Tin.

TABLE F-3.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Sources: Dominion Bureau of Statistics

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living, Dominion Bureau of Statistics	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Cost of Living, Statusistique générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician	
Localities:	Mexico City	630	105	Paris					34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1939	1939	June, 1947	Aug. 1947	1938	1938	1935	June, 1914 (n)	June, 1938 (n)	1938	1936-39 1st Quarter 1949=1000	
(a)	79.1	70.7	60.7	(b)	(b)	(b)	(b)	(b)	100	100	100	91.4	85.5
1913.....	78.1	71.3	72.5	(f) 100	(f) 123	(f) 146	(f) 176	(f) 203	204	222	224	106.4	99.6
1914.....	80.7	77.9	77.0	(f) 146	(f) 146	(f) 176	(f) 203	(f) 203	204	222	224	117.7	106.4
1915.....	87.0	91.6	92.4	(f) 176	(f) 176	(f) 203	(f) 203	(f) 203	204	222	224	145.8	132.0
1916.....	102.4	107.5	107.5	(f) 203	(f) 203	(f) 203	(f) 203	(f) 203	204	222	224	110.1	106.3
1917.....	115.6	123.8	123.8	(f) 203	(f) 203	(f) 203	(f) 203	(f) 203	204	222	224	110.1	106.3
1918.....	126.5	143.0	143.0	(f) 249	(f) 249	(f) 249	(f) 249	(f) 249	204	222	224	110.1	106.3
1919.....	146.4	129.9	129.9	(f) 226	(f) 183	(f) 172	(f) 172	(f) 172	204	222	224	110.1	106.3
1920.....	120.4	119.7	126.4	(f) 183	(f) 183	(f) 172	(f) 172	(f) 172	204	222	224	110.1	106.3
1921.....	121.8	122.5	122.5	(f) 172	(f) 172	(f) 176	(f) 176	(f) 176	204	222	224	110.1	106.3
1922.....	121.8	122.5	122.5	(f) 176	(f) 176	(f) 176	(f) 176	(f) 176	204	222	224	110.1	106.3
1926.....	119.5	94.4	92.4	(f) 140	(f) 140	(f) 151	(f) 151	(f) 151	204	222	224	110.1	106.3
1933.....	100.0	99.4	100.0	(f) 151	(f) 151	(f) 178	(f) 178	(f) 178	204	222	224	110.1	106.3
1939.....	105.6	100.2	100.7	(f) 184	(f) 184	(f) 184	(f) 184	(f) 184	204	222	224	110.1	106.3
1940.....	111.7	105.2	104.4	(f) 199	(f) 199	(f) 226	(f) 226	(f) 226	204	222	224	110.1	106.3
1941.....	125.5	125.5	125.5	(f) 199.1	(f) 201	(f) 295	(f) 295	(f) 295	204	222	224	110.1	106.3
1944.....	119.5	128.4	128.4	(f) 203	(f) 203	(f) 295	(f) 295	(f) 295	204	222	224	110.1	106.3
1945.....	123.6	266.7	266.7	(f) 203	(f) 203	(f) 291	(f) 291	(f) 291	204	222	224	110.1	106.3
1947.....	135.5	189.2	300.3	(f) 203	(f) 203	(f) 203	(f) 203	(f) 203	204	222	224	110.1	106.3
1948.....	155.0	171.2	318.9	(f) 108	(f) 99	(f) 108	(f) 108	(f) 108	204	222	224	110.1	106.3
1949.....	160.8	169.1	336.9	(f) 111	(f) 111	(f) 111	(f) 111	(f) 111	204	222	224	110.1	106.3
1949-December	161.5	167.5	348.3	(f) 113	(f) 113	(f) 113	(f) 113	(f) 113	204	222	224	110.1	106.3
1950-January	161.0	166.9	347.9	(f) 113	(f) 113	(f) 113	(f) 113	(f) 113	204	222	224	110.1	106.3
February.....	161.6	166.5	345.5	(f) 113	(f) 113	(f) 113	(f) 113	(f) 113	204	222	224	110.1	106.3
March.....	163.7	167.0	347.0	(f) 100	(f) 100	(f) 100	(f) 100	(f) 100	204	222	224	110.1	106.3
April.....	164.0	167.3	350.5	(f) 100	(f) 100	(f) 100	(f) 100	(f) 100	204	222	224	110.1	106.3
May.....	164.0	168.6	354.2	(f) 102	(f) 102	(f) 102	(f) 102	(f) 102	204	222	224	110.1	106.3
June.....	165.5	170.2	354.6	(f) 102	(f) 102	(f) 102	(f) 102	(f) 102	204	222	224	110.1	106.3
July.....	167.5	172.5	355.6	(f) 102	(f) 102	(f) 102	(f) 102	(f) 102	204	222	224	110.1	106.3
August.....	168.5	173.0	357.0	(f) 100	(f) 100	(f) 100	(f) 100	(f) 100	204	222	224	110.1	106.3
September.....	169.8	173.8	357.8	(f) 100	(f) 100	(f) 100	(f) 100	(f) 100	204	222	224	110.1	106.3
October.....	170.7	174.8	358.6	(f) 100	(f) 100	(f) 100	(f) 100	(f) 100	204	222	224	110.1	106.3
November.....	170.7	174.8	359.4	(f) 100	(f) 100	(f) 100	(f) 100	(f) 100	204	222	224	110.1	106.3
December.....	171.1	174.8	359.7	(f) 100	(f) 100	(f) 100	(f) 100	(f) 100	204	222	224	110.1	106.3

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-47 on base July. (f) June. (g) New series, August 1939=100. (h) New series, August 1939=100, beginning January, 1950. (i) New series, August 1939=100, beginning January, 1950. (j) New series, August 1939=100, beginning January, 1950. (k) Revised index.

(l) Annual averages 1926-46 are on base July, 1914=100. (m) Average June-December, 1947 base. (n) New series, August 1939=100, beginning January, 1950.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

SOURCE: Dominion Bureau of Statistics.

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	1949	1950	Sept. 1950	Oct. 1950	Nov. 1950
All commodities.....	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	157.0	157.1	173.6	172.6	174.0
Classified According to Chief Component Material—																
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	141.1	143.2	152.7	148.7	149.1
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	131.8	165.7	167.2	164.0	182.5	191.7	184.0
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.4	101.7	91.3	69.7	70.2	91.0	91.8	125.8	167.0	161.0	159.2	180.9	194.6	187.7
IV. Wood, wood products and paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	120.0	162.4	186.2	187.5	188.1	213.6	210.2	213.4	
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	137.9	159.2	172.1	173.7	184.5	189.2	189.6
VI. Non-Ferrous Metals and Their Products.....	93.4	141.9	135.7	97.3	99.2	64.3	71.3	71.3	79.8	124.4	149.6	144.0	141.4	176.5	173.0	176.4
VII. Non-Metallic Minerals and Their Products.....	66.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	114.5	133.5	136.5	138.3	143.0	143.2	141.7
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	96.4	81.3	79.8	98.9	99.4	107.9	120.1	123.6	119.4	128.6	129.9	130.8
Classified According to Purpose—																
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	143.9	143.1	157.7	158.8	159.4
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	80.5	103.4	122.4	152.3	154.4	153.0	166.0	164.0	165.2
Other Consumers' Goods.....	62.2	126.3	91.9	101.4	76.0	77.2	92.2	94.6	119.9	133.2	136.9	136.5	152.2	155.4	155.5	
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	100.7	128.3	153.9	159.0	156.6	175.0	175.1	176.4	
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	133.1	155.7	161.0	162.4	167.2	167.3	167.1
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	128.9	163.7	165.7	165.3	179.2	176.0	177.4
Buildings and Construction.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	166.4	195.7	201.5	199.5	237.1	232.9	
Manufacturers.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	122.5	145.6	151.6	152.5	169.4	166.1	168.0
Classified According to Degree of Manufacture—																
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	160.6	160.6	177.8	174.0	175.8
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	142.3	142.9	155.7	156.3	157.9
Canadian Farm Products—																
Field.....	56.4	132.0	166.5	81.4	83.8	45.8	54.2	59.0	110.1	126.4	133.0	127.5	128.1	104.6	103.6	103.5
Animal.....	77.0	133.6	160.8	99.0	112.5	59.7	81.2	95.9	123.0	143.9	177.6	182.7	182.5	206.5	204.5	207.7
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	148.1	148.4	142.7	141.3	142.5

The Indexes for 1950 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER, 1949-1950†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1950*						
January.....	9†	9	2,456†	2,456	39,488	0.05
February.....	10	15	2,881	3,764	26,300	0.03
March.....	13	21	4,604	5,659	25,118	0.03
April.....	10	20	1,735	2,585	14,640	0.02
May.....	14	23	2,905	3,488	23,874	0.03
June.....	17	27	1,678	2,781	30,152	0.04
July.....	18	32	4,930	6,379	50,750	0.06
August.....	8	19	127,933	129,787	1,053,000	1.26
September.....	11	20	13,125	15,902	38,376	0.05
October.....	13	20	11,933	12,557	29,973	0.04
November.....	8	17	11,663	13,714	49,125	0.06
December.....	6	13	1,138	2,562	8,438	0.01
Cumulative totals.....	137		186,981		1,389,234	0.14
1949						
January.....	10†	10	1,811†	1,811	9,710	0.01
February.....	7	10	6,721	7,245	71,652	0.09
March.....	9	11	1,951	6,601	136,317	0.16
April.....	9	18	2,097	7,851	138,931	0.17
May.....	15	23	4,028	10,532	173,925	0.21
June.....	16	28	4,290	11,511	141,197	0.17
July.....	12	20	7,717	12,592	58,005	0.07
August.....	14	20	3,390	4,574	36,276	0.04
September.....	13	25	6,515	8,588	67,933	0.08
October.....	14	22	10,769	16,433	69,992	0.08
November.....	11	22	1,381	8,925	135,690	0.16
December.....	7	15	767	3,197	24,039	0.03
Cumulative totals.....	137		51,437		1,063,667	0.11

* Preliminary figures.

† Strikes unterminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER, 1950 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars (2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to December, 1950				
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Cotton and rayon underwear factory workers, Sherbrooke, P.Q.	1	40	500	Commenced May 11; for a new agreement providing for increased wages, following reference to court of referees; partial return of workers, unterminated.
Weavers and spinners, Grand'Mere, P.Q.	1	41	250	Commenced October 2; inter-union dispute re bargaining agency; employment conditions no longer affected by the middle of December; indefinite.
<i>Metal Products—</i> Wire rope and cable factory workers, Lachine, P.Q.	2	164	300	Commenced September 5; for a new agreement providing for increased wages, 42½-hour week with the same take-home pay as for 45 hours, and adjustment of minor grievances, following reference to conciliation board; terminated December 4; return of workers and replacement; in favour of employers.
Metal factory workers, Fort Erie, Ont.	1	87	650	Commenced September 27; for a new agreement providing for increased wages, reduced hours, and revision of incentive plan; terminated December 12; return of workers pending reference to conciliation board; indefinite.
Steel products factory workers, Montreal, P.Q.	1	1,000	3,500	Commenced October 31; for a new agreement providing for increased wages, reduced hours, increased union security, sickness and accident insurance, pension plan, extension of vacations with pay, etc., following reference to conciliation boards; terminated December 5; conciliation, provincial, and negotiations; compromise.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters and labourers, Cornwall, Ont.	2	40	40	Commenced November 23; for dismissal of foreman, following dispute with a carpenter; terminated December 1; negotiations; in favour of employer (see later strike).
TRADE— Garage workers, Brandon, Man.	4	52	100	Commenced November 23; for a new agreement providing for increased wages, following reference to conciliation board; terminated December 4; return of workers; in favour of employers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER, 1950 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During December, 1950				
MINING— Coal miners, Lethbridge, Alta.	3	407	2,000	Commenced December 21; protest by contract miners against pushing cars to coal face; partial return of workers, unterminated.
MANUFACTURING— <i>Textiles, Clothing, etc.</i> — Textile factory workers, Cornwall, Ont.	1	445	400	Commenced December 4; protest against removal of time-study checkers in carding room; terminated December 4; negotiations; in favour of employer.
Textile dyeing factory workers, Valleyfield, P.Q.	1	111	385	Commenced December 19; dispute over bonus of monthly coupons for rayon; terminated December 22; negotiations; compromise, coupons discontinued, increase in wages granted.
<i>Non-Metallic Minerals, Chemicals, etc.</i> — Clay products factory workers, Medicine Hat, Alta.	1	71	213	Commenced December 5; for Rand formula for union dues in new agreement under negotiations; terminated December 7; conciliation, provincial and negotiations; compromise.
CONSTRUCTION— <i>Buildings and Structures</i> — Carpenters, Cornwall, Ont.	2	29	75	Commenced December 18; for re-employment of three carpenters following strike on Nov. 23-50, see above; terminated December 20; negotiations; in favour of workers.
TRANSPORTATION— <i>Electric Railways and Local Bus Lines</i> — Bus drivers, Windsor, Ont.	1	(3) 75	25	Commenced December 19; for a new agreement providing for increased wages, 40-hour week with same take-home pay as for 48 hours, and other changes, following reference to conciliation board; terminated December 19; negotiations; compromise.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 375 indirectly affected.

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